

#M00197,
Oshawa Public Library,
65 Bagot St.,
Oshawa, Ont., L1H 1N2.

THE LOCAL 222 U.A.W./C.L.C. WORKER

OSHAWA, ONTARIO

JANUARY 16, 1986

VOLUME 45, NUM.



Sinclair's Corner

By JOHN SINCLAIR
President

I hope everyone and their families had a good Christmas and a Happy New Year.

I would like to say that the Affirmative Action Program has been set-up and is in place as per Doc. No. 107.

AFFIRMATIVE ACTION
GENERAL MOTORS OF
CANADA LIMITED
September, 1985

Mr. Robert White
UAW Director for Canada
205 Placer Court
North York, Ontario

Dear Mr. White:

During current negotiations, the parties reaffirmed the policy of the Company and the UAW as outlined in Paragraph 3(a) of the Master Agreement, that the provisions of the Agreement be applied to all employees covered by the Agreement without regard of race, colour, creed, age, sex, or national origin.

Additionally, the Company reaffirmed its policy, as outlined in Document 1, Non-discrimination in Employment, to extend opportunities to all qualified applicants and employees on a non-discriminatory basis for employment and advancement within the Company.

While recognizing that it is the right of management to hire, assign, and promote the most qualified candidates subject to the terms and conditions of the Collective Agreement, the parties agree to undertake certain joint activities to further implement these non-discriminatory policies following ratification of this Agreement.

Accordingly, Local Affirmative Action Committees will be established at each plant location. One member of each Local Affirmative Action Committee shall be selected by the Canadian Director of the UAW from within the existing representation structure. Whatever local procedures apply to authorize this person to leave work for representation purposes will be expanded to include the additional time required to perform responsibilities as a member of the Local Affirmation Action Committee. The other member(s) of the Local Affirmative Action Committees shall be selected by the Canadian Director of the UAW from among women who are actively employed in the bargaining unit at the location at which selected. Women selected by the Canadian Director of the UAW for this purpose will be permitted to leave their work

during straight time hours in order to perform their responsibilities as members of the Local Affirmative Action Committees and will be paid by the Company at their regular straight time rate as outlined in the following chart: (see box)

A comparable number of management representatives will be appointed. These Local Affirmative Action Committees will have the task of assessing each location's needs to further enhance the policy of equal opportunity for all and to develop plans to address the mutual goal of encouraging interested parties to seek and qualify for employment and advancement within General Motors of Canada. Special attention will be devoted to women, visible minorities, Native Canadian people, and the handicapped.

To assure basic consistency, however, all local committee activities shall be developed within the framework of the following guidelines:

a) Recruitment

1. Members of the Affirmative Action Committee should visit community schools to meet with placement counsellors and students to discuss the types of jobs available in General Motors and the procedure for submitting an application. Leaflets and video presentations may be developed for use by schools in their education programs.

2. These representatives should encourage students at the earliest possible time, before entering high school, to enroll in programs which would prepare them for the technical needs of the jobs of the future.

b) Training for current employees
To further the advancement of employees into technical skilled positions, the Local Committees will take the following actions:

1. A communications program is to be developed by the Local Committees with the purpose of encouraging employees to apply for higher paying technical positions, with special emphasis on women, visible minorities, Native Canadian people and the handicapped.

2. Each Local Committee should assess the types of jobs for which training would be appropriate and make recommendations to the local parties.

3. Training programs will be developed under the guidance of the Local Committees to provide the necessary technical training to employees including pre-apprentice training among others. Such training programs may be in-house or in the community.

c) Communications

Local Committees would develop overall communications programs utilizing the GM News, GM Magazine, local Union newspapers, and other specific communication formats which could convey the message to employees and the community that there are opportunities for all qualified members of society within General Motors.

It is recognized that Local Committees will require ongoing assistance and direction from the International UAW and Divisional Management level. Accordingly, a Master Affirmative Action Committee will be established consisting of two members of the International UAW Staff as well as two members of General Motors Divisional Management. This committee will meet quarterly and may be supplemented, by mutual agreement, by Local Committee representatives.

In addition, the International UAW and General Motors Divisional Management will communicate to the media that Affirmative Action Committees have been established in all General Motors of Canada plants and will report periodically on these activities.

The Master Committee will also monitor local activities and assist the local parties as needed to ensure that the local activities receive appropriate ongoing direction.

Yours truly,
F.R. Curd, Jr.
Vice-President and General Director of Personnel

The two people on the Committee for Oshawa are Annie Oppersma and Mary Ann Green.

Also on Legal Service, don't forget to call 433-4242 or the Head Office in Toronto 1-800-268-7573.

Location	Number of women Affirmative Action Committee Members	Maximum number of straight time hours each week paid by the Company while excused from regular work assignment
Oshawa	2	12.0 hours
Woodstock	1	6.0 hours
St. Eustache	1	6.0 hours
All other Locations	1	12.0 hours

GM Unit Report

By JIM NIMIGON
GM Unit Chairman

Our Local Union has an internal structure designed to make certain no one person can have the control over the destiny of our membership.

If our elected officers conduct themselves properly the membership collectively decides the direction they want our organization to take. These decisions are formulated through motions passed at either our Membership Meetings or our GM Unit Meetings.

At a GM Unit meeting held a few months ago our members passed a motion that our Shop Committee meetings currently being held on Friday afternoons be returned to Monday nights and personal grievances become a part of the agenda at these Monday night meetings. Immediately after this motion was passed our Shop Committee Chairman stated he didn't care what the membership ruled he was not going to include Personal Grievances in the agenda of the Monday night Shop Committee meetings. To date there has not been a Personal Grievance

section included in the agenda of our Shop Committee's Monday night meetings!

Our Shop Committee meetings are made up of all the Committeemen, Alternate Committeemen and District Committeemen. This body of Local Union officers are supposed to give direction to the Top Committee which consists of the 12 District Committeemen and the Shop Committee Chairman. In addition anyone who feels their grievance was not properly processed could come before this body of officers and state their case and then the entire assembly of Union Representatives would vote on whether or not the member's grievance was properly handled as well as instructing the Shop Committee Chairman as to what action should be taken. Our Shop Committee Chairman's refusal to reinstate the Personal Grievances in the Monday night Shop Committee meetings has deprived our members of the right to personally make certain their grievances are properly handled according to our contract. This is a classic example of how one person has undermined and weakened our Union by refusing to follow directives from our membership.

These Monday night Shop Committee meetings have also been

turned into a farce by this same individual as he has continually refused to accept motions from the Shop Committee members and then arbitrarily adjourns every meeting within ten minutes after they have been called to order. By conducting our Union business in this manner our Shop Committee Chairman has managed to destroy our grievance procedure and has kept all the committeemen and alternates out of our Union's affairs despite the fact these same officers are actually the backbone of our organization by virtue of them handling our membership's problems on the shop floor.

It is unfortunate this type of report has to be made in our Union paper but all the preceding information is correct and it is everyone's right to know what has been happening. The past six years has seen our organization deteriorate to the point where we have become a doormat for General Motors and I feel it is time we exposed some of the reasons behind this destruction. Unless the responsible party is just trying to get sympathy for his upcoming election his announced resignation as our Shop Committee Chairman will serve to get our Union back on track and we can return to the proper procedures that ensure our members total representation as no one individual should dictate our futures.

It's Our Choice

By GEORGE DOWDLE

The phrase "Quality of Work Life" is a term used to loosely define the Japanese working style. Our collective agreement uses this terminology in Appendix "F" of our Master Agreement and stipulates both parties must agree before this system is introduced to our membership. Any Union representative with an ounce of



intelligence or honesty knows what programs constitute the Quality of Work Life referred to in Appendix "F" of our Master Agreement.

Management continually try to conceal their intentions by stating they are not aware what is meant by the term "Quality of Work Life"! Union representatives and leadership sympathetic with the Company's efforts have borrowed supervision's evasive tactics by claiming they don't know what is meant by the phrase "Quality of Work Life".

Like any parasitic affliction the Japanese way of working has to have an environment to grow in and a victim to feed upon. The Company proposed "Team Concept" creates the environment that is necessary to convert us into a "Quality of Work Life" system. Every GM facility operating under the Japanese style of work uses the "Team Concept" as a format. Teams are formed for one purpose only and that is to compete with other teams for one sole objective.

General Motors is in the business of making money and their sole objective is to increase productivity at less cost. Automation has been a strong ally in helping the corporation achieve their objective. However, this is not enough so they systematically eliminated service departments and parts manufacturing departments because having this

work done for lower wages also served to increase profits. Both automation and job outsourcing have realized record profits but our workforce has paid the bill in full!

Now in GM's quest for higher profits they are adamant that our members compete with each other for the sake of the Company. General Motors owes every employee an explanation as to what the future holds in store for them and their families. What does management intend to do with their workers when they become too old to maintain a competitive pace or the employees who have become impaired through either illness or injury? Will these people be cast aside like a worn piece of machinery? The Company used to have jobs suitable for these aforementioned types of individuals but this work has all been outsourced.

General Motors has an obligation to us as employees since we are responsible for them receiving such exorbitant profits. As a Union we are obligated to ensure this corporation does not take the best from our members then cast them aside without total recognition for their past services. We need a guarantee the Company will provide suitable employment for workers whose speed and stamina have depreciated through age, illness or injury. The "Team Concept" philosophy has no provisions for these latter social and moral obligations.

Our members will be electing representatives for our Shop Committee in the near future and it would be a good idea to ask the candidates if they know what the "Quality of Work Life" is all about and what they are prepared to do about preventing this program? If everyone is interested in their working futures and they don't get a knowledgeable and positive answer then perhaps it would be advisable to look for an alternative candidate, since we don't need people behind the wheel who don't know where they are going or how they are going to get there!

Pension Income vs. UIC

By JOHN KOVACS
Vice-President

This being the first article in 1986 — Let me wish you **All a Happy New Year**. What I'm about to relay to you from here on will bring you somewhat less than happiness, especially if you are a recent retiree, or just about to retire from your work place. As most of you know, if you retired and your age was less than 65, you were able to file and receive Unemployment Insurance Benefits for up to a year, subjected to all the UIC rules and regulations, with one twist. You did not have to declare your monthly pension income to the Commission. It was a welcome transition period for the first year, when you actually took a 50 percent reduction on your regular income. It helped our retirees to adjust and plan for the future, or even buy that last new car, which in some cases would not have been possible. Some of you who retired in early 1985, collected as much as \$13,000, then your claim ran out. You were the lucky ones.

This Conservative Government of Brian Mulroney's had not feelings, respect, love or compassion towards our seniors from day one, when they took office. It took a large organized pressure across the country from pensioners to change the Government's mind, when they wanted to dig into the pockets of our seniors and retirees in early 1985. When protest letters and rallies from coast to coast mounted, they backed off. Not this time.

REGULATION CHANGE — JANUARY 5th, 1986

I will highlight the basic changes, and will give you some examples. It is impossible to cover everything in one column, so please if you retired or are about to retire, and you are presently, or will be on Unemployment Insurance Benefits, please contact me, or the Union Hall for detailed information.

Let me give you some quotations from the Benefit Manual Circular which was sent out to every Unemployment Office across Canada. This circular will be used to adjudicate all UIC claims if you receive any type of pension income.

"As a result of an amendment to Regulation 57 and 58, effective January 5th, 1986, all pensions which arise from an employment ... are considered earnings for benefit purposes. The only exception to this rule is the disability pension which is exempted under 57(3)(a) of the new Regulation."

"Effective January 5th, 1986, all Retirement pensions arising out of employment with exception of disability pension are deducted from U.I. benefits. This applies to all claims regardless of their benefit period commencement date."

What they mean here is if you retired on June 1st, 1985, and you are receiving U.I. benefits every week, you received a full weekly benefit up to January 4th, 1986. Then from January 5th, 1986, you will have to declare your pension income on the bi-weekly U.I. reporting card, which will reduce your U.I. benefit tremendously. In short, this change will effect existing and new claims alike.

I will touch on the calculation rate, by outlining to you how you arrive at the weekly pension income. Remember you are being paid pensions monthly and there are some months with 5 weeks in them. Before I do that I would like to emphasize to you that there are some exemptions and if you fall into one of the following categories, please do not declare it on your claimant's report card until you have talked to one of us or contacted the Commission.

The following pension payments will not be considered earnings:

- (a) Any personal Registered Retirement Saving Plans, Annuities and other private or individually purchased pensions.
- (b) Disability Pensions.
- (c) Survivor Pensions.

For example, if you retire with a Total and Permanent Disability Pension, and you have 20 insured weeks in the last 104 weeks you are entitled to file a U.I. claim and receive U.I. benefit up to 15 weeks maximum. If you are one who falls into this category you do not have to declare your disability on your bi-weekly claimant's report card during the 15 weeks.

Similarly, if you receive annuities or payments from privately purchased RRSP, it is not considered as income, and you don't have to declare it, but I do suggest you discuss it with us or with some qualified personnel.

SHOULD YOU FILE FOR U.I.?

The answer is a definite yes, and you will see why. As in the past, with any income during the time you were laid off and you received U.I. benefits, you were allowed to make a certain amount of money and the Commission used a 25 percent allowable earnings rule for the purpose of calculation.

This very same rule will apply to calculate your weekly U.I. benefit when you declare your pension payments. Also important to note is that after you retire and file for a brand new U.I. claim, your pension income will be treated as waiting period earnings and deducted dollar for dollar, same as any other type of

earnings in the past.

Let me give you some examples so you may understand a little better how the Commission will arrive at your weekly U.I. benefit after you've retired.

First of all the calculation of weekly pension income. If your pension income is \$1,150 a month, they take \$1,150 multiply by 12 months. That gives you a yearly pension of \$13,800. Then they divide this amount by 52 weeks so it comes to \$265. That is your weekly pension income which you will have to put down under other monies on the claimants report card.

Now the example on the 25 percent allowable. After you filed your claim, and it is adjudicated, using your insured weeks the Commission will arrive at your weekly U.I. rate. The top U.I. rate for 1985 was \$276 so I will use this figure as an example. \$276, 25 percent of this amount is \$69. If your rate is \$276 you are allowed to make \$69 without affecting your U.I. weekly benefit. Any money you receive over and above the \$69 will be deducted from your benefit dollar for dollar.

So using the \$1,150 monthly pension income, with the \$276 top U.I. rate, you will still receive \$80 per week from UIC.

$\$1,150 \times 12$ divided by $52 = \$265.38$ — rounded off to a nearest dollar so it is \$265.

U.I. rate \$276, allowable \$69, pension income \$265, minus the \$69 allowable equals to \$196. It equals to \$80 which will be receivable from U.I. Please keep in mind that these figures are only examples and not necessarily what you will receive. It depends on your pension amount and your U.I. rate.

There are some other changes involved but those are not affecting a great number of our people. I will not elaborate on these but I would strongly recommend that you seek dependable help to start your claim if you retire or filling out your U.I. claimant report card the first few weeks in 1986.

As I said it before, it is much easier to do it right than correct the mistakes later.

RRSP

Earlier I mentioned that income from RRSP is not considered earning under the UIC act, and it is just one more reason to invest monies on the regular basis in RRSP.

Space does not permit me to touch on this subject at this time, but in a future edition I will try to give you some ideas why I do believe that investing in Registered Retirement Savings Plan is indeed a very good idea for more reasons than one.

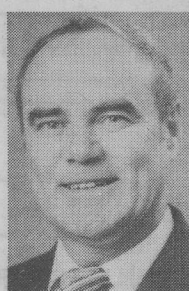
CLOSING MESSAGE

There was never a person who did anything worth doing, that did not receive more than he gave.

Shop Talk

By RON GAY

There is a lot of talk around the Plant about the X-rated movie — "Final Offer." I was on nights but was able to have it taped. I did not think much of this special. Most of you agree with me on this. I believe shop talk swearing belongs in the Plant and not on TV or in the home. This film should never have been shown. It belittles our Union and makes people think less of our Leadership. Bob White is supposed to be a hero, according to the film. He pulled off the impossible by getting a Canadian contract, but a few weeks later, General Motors promoted their man, Rod Andrew. I have to believe that we could have gotten a better offer.



During the strike, I spent a lot of time at the Union and around some GM gates. I saw, and heard quite a few things that our people were wrong in doing, but the accusations that our Chairman made about our people exposing their private parts to women, and picking on pregnant women, was a lot of bull, I guess he was after the Best Actor Award.

Another thing that peeves me is Bob White was asked at the Ratification Meeting at the Civic Arena if he had had any problems with the Union people across the border interfering with him during our negotiations. He stated, No. As the film indicated, he lied.

I have less faith in our Chairman and Bob White after the film than before.

Our Legal Aid program is a real White elephant. Our people were lead to believe that our legal fees would be covered, at least to a greater extent, not just consultation and advice. I wonder whose idea was this UAW-GM Legal Aid Plan? We are paying 3 cents per hour for this plan. I would sooner see this money given to the pensioners.

We lost our Turkey Day. We are not covered to go to the dentist as much as before. It seems to me that every time a contract comes up, we give something back.

Our people sat in Toronto for months waiting by the phone for a call from the Company. As was stated, the Company did not get down to talks until the deadline. I believe that our people should stay in Oshawa next contract time, and let GM call them at homebase, rather than cater to GM.

TRUCK-CAR OLD TIMERS HOCKEY "FLASH"

Due to the "B" Body starting up, and work hours could be unstable, we will be playing the first week of hockey in the afternoons, the week of January 20, 1986.

MONDAY, JANUARY 20, 1986

12:00 noon-1:30 p.m. — Millwork VS Eye Shoppe
1:30 p.m.-3:00 p.m. — Shoppers Drug Mart VS Teddy's Deli

WEDNESDAY, JANUARY 22, 1986

12:00 noon-1:30 p.m. — Shoppers Drug Mart VS Teddy's Deli
1:30 p.m.-3:00 p.m. — Millwork VS Eye Shoppe

At Harmon Park Arena.
The last stats had an error in them (Rick's fault). The Eye Shoppe and Teddy's Deli are tied for first place with 14 points.
See you on the ice.

Taxes

By MOE BRYAN,
GM Unit Executive

Will you really benefit from a tax shelter? It depends on how much taxable income you have and whether your income is going to drop after retirement.

What's also important is the length of time you leave the plan to grow through untaxed compounding.

If your top dollar of income is being taxed at 50 percent, you save more money by using a tax shelter than you do if the rate is 25 percent. It is better to save 50 percent of \$1,000.00 than to save 25 percent.

If you build up such a big RRSP that your income actually increases after you buy an Annuity* with the plan, then your tax is going to rise. *(Annuity is money paid out periodically to a person for life or for a certain number of years.) This makes the whole exercise a little ridiculous. It is less likely to happen, however, if you don't have a pension plan.

The normal practice with RRSP Funds is to buy a Retirement Payout Plan (annuity or Registered Retirement Income Fund) between the ages of 60 and 71 to supplement other retirement income. If you cash in an RRSP the proceeds are fully taxable.

Basically, if you're not paying much tax, down play the RRSP, especially if there are other priorities such as buying a home or car.

Try to have enough case resources to pay for such items as cars and appliances. It doesn't help much to have funds you need tied up in a tax

shelter and there's no tax break for borrowing unless the assets will have business use.

MOVEABLE PENSION

If you will be working in Quebec, you will switch contributions to the Quebec Pension Plan and that will entitle you to apply for a reduced pension at age 60.

If you have previously paid into the Quebec Plan and return to that Province, but do not work, you will apply for a pension under the Quebec Plan's Rules.

If you have not contributed to the Quebec Plan, and won't be contributing, it's the Canada Pension Plan that will make the payout even though you apply from Quebec.

The Canada Pension rules do not (as things are at present) permit a pension to start before 65 except for disability reasons.

HOW MUCH FOR RRSP

If you transfer the pension to the RRSP (don't forget to retain \$1000 which is tax free), your normal deductible contribution as related to earned income can be no more than \$3500.

This limit, rather than \$5500, applies if your employer made a pension plan contribution on your behalf during the year.

SEPARATE DEDUCTIONS

The deductions for pension and investment income are separate. If you qualify for both, you take both.

If you are receiving RRSP Annuity Income, you must be 65 to claim the pension deduction and not using it in respect of a private pension.

With a non-registered annuity, only the interest is taxable. This interest qualifies for either the pension deduction (at age 65) or the investment deduction, but not both.

District 4 Report

By DAN GALLAGHER,
District Committeeman
District 4

I hope that everyone had a safe and Merry Xmas and Happy New Year. First off I would like to pass on a very large **Thank You** from the staff at Sick Children's Hospital and especially the kids for the collection that was held for this institution. There was approximately \$11,000 collected overall in GM in Oshawa with "A" Body Paint and Hardware donating just



over \$3,300. The Brothers and Sisters that made the in-plant collection did a very good job and it is really appreciated, along with all of you who donated. Once again, thank you.

NEW COMMITTEEMEN

We were successful in negotiating a new Zone Committeeman per shift in District 4. This was long overdue as the previous zone was far too big. To represent members in a more ex-

pedient manner, paint shop members now have their own Committeeman with Hardware having 2 per shift. This should speed up the process by allowing the Committeeman the time to do a more thorough job.

This was one of the most important issues needing to be resolved in District 4 in 1985.

DISTRICT DANCE

District 4 will be having a District Dance on February 8, 1986, at the Union Hall. The tickets are \$10.00 per couple which includes a very good roast beef dinner prepared by the Ladies Auxiliary and music will be by a very entertaining D.J. (John Barbara).

The Committeemen and Alternates will have the tickets. Hope to see you there.

ATTENTION

The Labatt's UAW Local 222 Annual Hockey Tournament will be held at the Civic Auditorium on February 1st and 2nd.

Truck Plant Views

By **GEORGE KNOTT**

The formation of Trade Unions gave workers an organization with which they could achieve a uniform standard of working conditions thus eliminating management having the sole say in who had a job and what type of work that job would entail. The criteria for deciding the latter became seniority and this did away with favouritism

based on relationship, friendship and the supervisor's interpretation of MERIT! Seniority provisions in our Contract simply mean employees get recognition for the length of time they have worked for the Company without having to compete with their fellow workers.

Each of us has to derive a sense of security from the knowledge our jobs become more stable and easier the longer we work. The future would look pretty bleak for us if we thought we would have to maintain the same frantic pace in GM when we are 45 years old as what we had to endure as a new hiree in our teens or early twenties. Being able to transfer from one job to another or one department to another in line with our seniority guarantees us the right to work with dignity. We don't have to compete with our workmates for recognition as our past service to the Corporation provides us with all the acknowledgement we require.

General Motors is now trying to organize their employees but their intentions are in direct contradiction to why our Union became organized. The Company is trying to organize

their workers into Teams and Teams are formed for one purpose only and that is to compete with other TEAMS! If anyone is naive enough to think management is forming these teams for the benefit of the workers then they had better take a long hard look at what GM has done to us since 1980. The Corporation has done nothing but take from their employees since 1980 despite the fact they have enjoyed record profits.

The formation of our Union has another important factor built into its structure. This is the right for each of us as members to have a say and a vote on what we want to collectively do as an organization. In other words every negotiator, officer or committee is obligated to abide by the decisions made by our membership. These decisions include Strikes, Shop Committee directives, administration of our Local Union's finances and our Local Union's policies. With this in mind it is impossible for any one individual to create a strike or make any agreements without the approval of our membership.

To ensure our organization benefits from this procedure it is up to every officer of our Union to see our membership is informed about how a particular event or circumstance will affect their futures. Many of our Union's officers have been doing this through articles in this paper. The Company's attempt to have us work in the same manner as the Japanese by insinuating the "Team Concept" is completely contrary to our negotiated seniority system as competitiveness replaces recognition for past service. Some of our high ranking Union officials have purposely been turning their backs to what the Company is doing. However, a motion was passed at a recent GM Unit meeting that a special information meeting be held for both shifts in General Motors to let everyone interested know exactly what will happen if the "Quality of Work Life" program is adopted. The people attending this meeting will be our rank and file members and they will collectively decide on what should be done.



Truck Plant

By **GENE BERGERON, Committeeman**

I want to wish you all a happy and prosperous new year. I hope 1986 will bring you success and happiness.



During the last few months of 1985, almost every writer has expressed concerns about our future. Most articles went into detail about the direction the Company was heading — mainly the Japanese

style of worklife. We fear if the Company is allowed to implement the team concept and implement some of the NUMMI concept, it will be the greatest rape of the membership since the early 1930s. We have been criticized by management and believe it or not by some elected Union officials for informing the membership of the Company's intentions. I can understand the Company wanting to keep everything a secret and getting a little ugly when we expose them in our Union paper, but I sure get confused when elected Union officials join with the Company and complain about us exposing their anti-union programs.

Some say this is just dirty politics because they are involved in these anti-union programs. Well — let me say — I am very proud to be an elected member of Local 222 and will do my best to keep my membership informed in our Union paper — paid for by the membership who elected

us. I don't believe the articles are political when they inform the membership and expose some of the Company's intentions to screw us. If any elected Union officials don't think we have an obligation to inform the membership via our Union paper, then don't hesitate — turn in your union card for a white shirt and tie.

GM ANTI-SENIORITY EDUCATION PROGRAM SPC

GM has embarked on an education program and has divided it into three categories: 1. Eight hour program. 2. Twenty-four hour program. 3. Forty hour program.

The majority of the people attend the eight hour class. While a selected number of people attend the twenty-four hour class and the elite attend the forty hour class.

Why has the Company divided the classes into three categories? How do they select the employees to attend the different classes? What importance has the Company placed on the different courses? Will the length of the courses determine who will get the best jobs in 1987? Has the Company gone by seniority when they send the employees to the different classes? When the 1987 model starts, who will be the best qualified to fill some of the more preferred jobs? Why will they be the best qualified? Why has the Company posted bulletins on job postings and asking for resumes for people to act as hourly rated instructors with little or no regard for the seniority employees? Does any of the above violate the seniority provisions of our Local Agreement? If the Company pick low seniority people to act as hourly

By **FLORIE VAN BELLEGHAM**

Welcome back to all the Brothers and Sisters in District 4. On behalf of the GM Unit Executive, I hope everyone enjoyed a safe and very Merry Holiday.



NEW HOPES

It is a new year and that means new hopes and wishes for the year. It is my deepest wish for this New Year to see a Real Leader get elected to the position of Plant

Chairman. My other wish is that the Membership will get actively involved in trying to change the direction of the last 6 years. It is time to start asking your Committeemen, Alternates and Districts, not if they are opposed to the Japanese System, but what are they trying to do about it. Start finding out the positions of the people who will want your vote for the elections coming in February or March. Being a nice guy or a good family man does not mean the job that could be done for the membership is in fact being done. Voting for someone because he is popular with the Committeemen is sometimes misplaced loyalty. Elections should be about issues, past performance and willingness to take a stand. Silence by UAW leaders on the Team Concept has been taken to mean that they are in favour of it. If a candidate does not tell you his position in a pamphlet or in person, then he doesn't deserve your vote. If an incumbent District Committeeman or Plant Chairman all of a sudden shows up asking for your vote, then you have a legitimate question in asking him where he has been for the last 2 years. Don't just elect a familiar name. Elect someone who is willing to fight to change the giveaway course we have been following for the last 6 years.

BENNETT LEAVING?

GM Unit Plant Chairman Phil Bennett told the Oshawa papers that he will not be running again. I'm sure

GM Unit Executive

the membership must have been so upset about this decision. After all, his contributions to the labour movement such as the loss of Wire and Harness, CKD, Parts and Service, Black Enamel, Cushion Line and Inspection Depts., leaves behind quite a legacy. There is however reason for optimism (unless we've been misled one more time) because maybe this time we'll get a Real Leader, not another paper tiger. A Real Leader needs substance, not just hollow statements and false appearances. Statements made just to get elected, such as "I'm going to get the New Hirees rate of pay increases back to 3 months and retroactive too", should be remembered by everyone.

It may be wishful thinking but I hope someone with the Leadership capabilities of a Frank Taylor steps forward to run. He is one who wants the membership involved, not silent like it's been for the last 6 years. A leader has to lead from the front and take risks. If you lead from the rear where it's safe and comfortable, then it stands to reason that the gains for the membership are small or non-existent.

ETHICAL PRACTICES

A lot of elected representatives have been taking Company paid trips

in 1985. It is my hope that some of them will get back down to earth in 1986. They have been violating Ethical Practice Codes and they know it. It's time the practice was stopped.

Our Ethical Practice code in our Constitution states "Every officer and representative must avoid any outside transaction which even gives the appearance of a conflict of interest." It also states "No officer or representative shall accept Kick Backs, under the table payments, valuable gifts, lavish entertainment or any personal payment of any kind other than regular pay and benefits for work performed as an employee from an employer with which the Union bargains."

When elected UAW reps. accept these trips, they are gifts from General Motors. They are also accepting wages for work not performed.

I've talked to some of the reps. who took these Company sponsored junkets and I've yet to find one who learned anything that will help him represent his people better. All they've learned is now to parrot the Company line and sing the Company song, can the Company exercises be far behind?

Re-Zoning

By **RAY FINNEY**
Alternate Service Rep

I sincerely hope everyone had a happy, safe Christmas, and will have a prosperous New Year.

GM UNIT



As I was the Committeeman in North Plant Stamping for a number of years, I was very disturbed by the motion from the North Plant District Committeeman, and seconded by Tommy

Thompson, at the GM Unit meeting held December 19, 1985.

MOTION

The motion read, "New Stamping, Radiator and Axle Line be put into District 8, South Plant."

My interpretation of this motion is this: District 8 is in Division 4, which is the Battery Plant and Battery Plant only, while the North Plant is District 9 and Division 2.

These Divisions are mainly used for lay-off and recall purposes, e.g. on lay-off, it goes by Group, by Department, by Division, and then plant-wide. The reverse is, in effect, on recall by return transfers.

If South Plant New Stamping Plant, Radiator and Axle Line are in Division 4, there is no access to them from the North Plant, e.g. if you go to the South Plant with one of these operations, you will have no flow rights back to the North Plant, and then bump low man in the whole plant. The same thing pertains to the person who is laid off in the North Plant. He or she would have to bump the low person in the plant.

I wonder why this District Committeeman would make such a motion as he was elected to protect the rights of the North Plant workers instead of giving them away.

There is a GM Unit meeting on January 16, 1986 at 7:30 p.m., and I urge everyone to come out and defeat this motion as it can seriously affect your future rights.

Hospital for Sick Kids Collection Results

The Sick Kids Hospital Collection which took place November 22nd and 23rd, was the best one to date, with the total from both Assembly Plants at \$6,088.98. As a lot of you are aware, this was our fourth year of organizing this event. The following list should give you an idea of what was done with the money collected. The first year we combined our efforts with the Truck Plant and purchased such items as dolls, toy trucks and other assorted games, with the balance being a cash donation to the hospital.

The second year the Car Assembly Plants looked after their own Christmas Party with purchased items such as; 2-14" televisions, 2-Vic 20 Computers, an assortment of toys with tee shirts and the remainder of the money was put into a bank account to be applied against the cost of a handicap van for the hospital which was to be acquired at a later date.

The third year we purchased an assortment of games and toys, as well as a VCR with the remainder being deposited in the van account. With all monies taken into account,

the balance we had to work with was \$6,700.

In the spring, I wrote a letter to Vic Pratt, Plant Supervisor requesting his consent to purchase the van at an employee's price and without delay. He gave his okay. To bolster our monies, Caseys Road House donated \$5,000 and the remainder of the van cost was provided by the hospital. The van was ordered and is now in Cambridge being renovated for the lift arrangement, hopefully to be completed for presentation to the hospital this December 13th, 1985.

Because of the combined efforts of many individuals in many of the plants, the much needed van will become a reality for the hospital and its potential will be realized immediately. This event has come about only because you, the donors have made it possible. From all the kids at Sick Childrens Hospital, its staff and the collection committee, heartfelt "Thank You" for your generosity.

Signed,
The Collection Committee,
Brian Jackson, Rowland Roy, Dan Buller, and Bob Lawson.

Body Shop Talk

By **KEN SUTHERLAND**
District Committeeman

The arrival of a new year has prompted me to reflect back on memories from the past. Unfortunately the memories recalled all take the form of nightmares as I realize what has happened to us over the past six years in General Motors.



In 1982 we took excessive concessions in our Contract as our PPH days were taken away

along with us agreeing to work with no increase in our base rate of pay. To add insult to injury our accumulated Cost of Living Allowance was not rolled into our base rate of pay which resulted in benefits like our Sick and Accident Insurance dropping below the poverty level. The new hires were ripped off to the tune of thousands of dollars by virtue of them not receiving the full rate of pay, for the job they were performing, for almost a two year period. Then to balance the scale our negotiators neglected to get increases in pensions either past, present or future. In addition not one area in General Motors achieved any gains in working conditions negotiations for the first time in the history of our Union.

In 1984 we went into negotiations with General Motors at a perfect time as they were burdened with record profits. We didn't even manage to get the standard 3 percent wage

increase which had previously become a tradition and commitments to get the new hires (from the 1982 agreement) retroactive monies wasn't even considered let alone making certain this 2 year apprenticeship was removed in 1984. Once again our 1984 collective agreement failed to adequately provide for pensions that would give our retired members an income large enough for them to live on with dignity. Our PPH days were not reinstated as was previously committed but this just fell into line with everything else as once again there were no working conditions agreements signed or 4th step grievances settled.

Throughout this same 6 year period we lost thousands of preferred jobs through the Company being allowed to eliminate entire departments. Management have also systematically installed employee involvement committees and the Team Concept in various areas of the plant despite this is in direct contradiction to our collective agreement. Both these aforementioned Company gains could only be achieved because they had the co-operation of key Union officials. To this day our plant chairman insists he doesn't know what is meant by the phrase 'Quality of Work Life' yet our Union paper has been full of information on this system for the past six months and there are also many grievances currently in procedure to protest the violation of Appendix 'F'.

The deterioration of our grievance procedure to the point where it has become next to useless is probably an area where our membership has

suffered most. The Company has met little resistance on any violations of our contract as was seen in the instances when management arbitrarily froze everyone's transfer rights or when they refused to give high seniority repairmen from Rejects their negotiated flow rights on a reduction in manpower. The refusal of our plant chairman to hold proper Shop Committee meetings with a place on the agenda for personal grievances has been a tremendous help to the Company in their campaign to destroy our grievance procedure and maybe even our Union. Because our plant chairman adjourns every meeting a few minutes after it was called to order and refuses to allow any discussions or motions to be passed our committeemen and alternates have been denied any input or information into the daily problems they are expected to resolve on the shop floor.

When I first reviewed all these disastrous events there didn't appear to be any feasible explanation as to how or why they were happening. Then I came into possession of a rather large Company document entitled the "Five Year Plan" and boy did I get my eyes opened. This entire document should be printed and distributed to every one of our members as it clearly outlines what management intends to do in stages beginning in 1982 and up to and including 1987! The Company is right on schedule with their plans and I'll never be convinced this could have happened without some inside help. We are running out of time because if the Company is allowed to continue it will be too late for us after 1987.

Truck Plant

By **JOHN "MOUSE" TAYLOR**
Alternate Committeeman
Zone 53

Welcome to 1986. Since this is my first article, I would like to start by wishing you and your families a happy and prosperous new year.

I would like to believe 1986 will be better than 1985, but under the present circumstances, I am fearful working conditions in District 11 will deteriorate unless we make a few changes.

At present in District 11, the Company is doing as they please with little regard for seniority or for our contractual rights. We file grievances, but they seem to get lost somewhere between Oshawa and the USA.

The Company doesn't mind spending hundreds of thousands of dollars on trips to the U.S., but they sure as hell get stingy with the money when it comes to the real people on the production line. Have you ever gone to the glove cupboard and found no gloves or just old used gloves, full of patches? What kind of an answer did you get from your foreman when you asked for some decent gloves? Did he reply — "Hey buddy, I'm over budget for this month. You'll have to

use the gloves you have." How does an answer like that make you feel when you know the Company has just sent some of their key people to the U.S., all expenses paid.

Does this confuse you as it does me? The Company wants us to give 100 percent of ourselves, but because we are not considered key people, we have to do without. How does the Company determine who are key people and who are not? What qualifications must one have to become a key person and enjoy the luxury of travelling all expenses paid? I sure as hell wish these travelers would economize just a little so the rest of us could at least have decent gloves and aprons.

We are not living for the present, but for the future 1987. All we hear is 1987 — and how good we will have it. How can it be any better in '87? Why do the Company and District spend so much time in the U.S.? Maybe if they were to stay in Oshawa, the Company could afford to supply decent gloves and aprons and maybe even honour the seniority clauses in our contract.

Let's hope 1986 will bring changes that will help us in 1987. See you next edition.

Truck Plant News

By **BOB IRWIN**
Zone 60 Committeeman

For quite some time the Company has been promoting their "Quality of Work Life" scheme by trying to convince people management wants

to get along with the workers and let them feel like they're involved in the business. Every time a committeeman tries to discuss problems with supervision all they want to talk about is 1987.

There is no doubt management feels that anything happening to employees now is O.K. as everyone should sacrifice safety, comfort, etc. for the good of the new model year.

Just recently I got the Truck Plant safety man involved in the area where the epoxy is sanded because the dust was bothering the employees. After a short discussion this supervisor admitted the dust from the epoxy sanding could be deadly and there should be some corrective action taken. When I asked him what he felt could be done and what in fact he intended to do about it the safety man replied that he had to go to an '87 update meeting and didn't have time to get into it right now. Although the Company's safety man has stated the dust from sanding the epoxy is deadly poison, management is still insisting the workers sand the epoxy. Now the involved employees are left with the decision of either refusing to do the work or take a chance on dying with their boots on just for the sake of the 1987 model.

In another incident some sprayers in the Cab Paint Shop were being plagued by fumes because the air flow was out of balance in the spray booth. The foreman couldn't have the situation corrected so I contacted maintenance and was told nothing could be done because they had just sent three men into the new Paint Shop to check something out. Now the new Paint Shop isn't even in operation but management still insisted the workers sacrifice their comfort and health for the sake of the '87 model. There was no way of getting this situation corrected as management are completely ignoring current problems and our grievance procedure has become nothing more than a cruel joke.

'You Benefit, Sometimes'

By **DAVE THOMPSON**
Recording Secretary

Regarding the Supplemental Agreement covering the Insurance Program, Exhibit B, between General Motors and the UAW, I feel this should have been better than that which was signed October 28, 1984. Let's talk about a few of the problems.



DENTAL BENEFITS

Benefits shall be provided up to an annual maximum of

\$1,000.00 per person for other than orthodontics during any benefit year (October 1 through September 30), and up to a lifetime maximum of \$800.00 for orthodontics for covered individuals under 19 years of age. Effective January 1, 1985, the maximum lifetime orthodontic benefit payable will be increased to \$1,000.00.

Certainly, if I was the full time Insurance Rep, I would not agree to this.

How can one put a price on your teeth and gums? How do you know when the kids or your wife are going to have problems?

Solution: No annual maximum for families — healthy teeth, healthy workers.

VISION BENEFITS

Benefits will be provided for the following items when purchased from a participating provider:

1. For regular first quality lenses not more than 65 millimeters in diameter, including, tints 1 & 2, and when prescribed, equivalent plastic lenses, the plan will pay the provider's acquisition cost plus dispensing fee less \$7.50 copayment providing there is a change in prescription and the lenses are received more than 12 months after the purchase date of the most recent lenses for which benefits were payable under the Plan. If there is no change in prescription, lenses are payable only

once in a 24 month period with a maximum benefit of \$40.00.

2. For frames adequate to hold the lenses mentioned above, the Plan will pay the provider's acquisition cost, up to a maximum of \$15.00, less \$7.50 copayment once in a 24 month period.

3. For contact lenses, when the covered person's visual acuity cannot otherwise be corrected to at least 20/70 in the better eye, or when medically necessary due to keratoconus, irregular astigmatism or irregular corneal curvature or physical deformity resulting in an inability to wear normal frames the acquisition cost plus dispensing fee for contact lenses suitable for the covered person less \$7.50. If contact lenses are prescribed for any other reason, the lesser of the provider's acquisition cost plus dispensing fee, or \$40.00 is the maximum amount that will be considered a Covered Vision Expense.

If the Plan reimbursement for frames and lenses is less than \$40.00 with no change in the prescription, the Plan shall pay the provider's charge or \$40.00 whichever is the lesser.

The covered person is responsible for the payment of any additional charges due to unusual services required as well as the \$7.50 copayment. However, if the covered person purchases frames and lenses at the same time the total copayment shall be \$7.50.

If a covered person purchases frames or lenses from a non-participating provider, the Plan shall pay:

1. the lesser of 50 percent of the provider's charges or 75 percent of the average Covered Vision Benefits paid to a participating provider for comparable services or;

2. if greater, the provider's charge up to a maximum of \$40.00.

Most would say that this is a fair deal. But is it?

Again we look at all the people in GM who don't need glasses. But when they make the Agreement up, they consider that everyone would use it, thus reducing the real benefit to the workers and their families.

Again, the time limits should be removed. I know I would go for it at negotiations.

EXECUTIVE BOARD REPORT

The Executive Board is busy looking after the rights of people.

Well, we now have two more units to service — (1) Columbus-McKinnon Ltd., Cobourg, and (2) Plastic E.M.I. Shielding Inc., Bowmanville. Welcome to Local 222, UAW.

With units out of the dialing area, some of us feel that we should have a toll free number to the Union Hall. We have nearly 3,000 people in the Lindsay-Peterborough area. I agree with your support. I can make it a reality.

Remember, trust the Union — not them.

Hockey Hot Box

By **HAROLD REID**

Starr Furniture picked up an early Christmas present as they knocked off first place Versa Food to register their first win of the season.

They staked Versa Food to a one goal lead then banged in five in succession and settled for an eight to five verdict.

Starr Furniture was led by Glen Dixon with the hat trick, Brian Myles with a pair and Jim Robinson, Gary Smith, and Chris Dwyer had singletons.

For Versa Food, John Rushnell, Mark Connelly, Mike Cannon, Mark Cleveland, and Steve Wilson had a goal each.

Bob Phillips TV and Video pulled into a first place tie with Versa Food with a seven to four victory over Fazio's Italian Cuisine. Jamie Bird and Rick Savoie led Bob Phillips TV and Video with two goals apiece while Dan Spratt, John Call and Dan Gray had single tallies.

For Fazio's Italian Cuisine, Doug Crough had a pair and Rene Beauchemin and George Kerr had one each.

The next game is January 5, 1986 and has the two first place clubs meeting each other so it should be a dandy. So try and be there.



UIC and SUB Report

By JOHN KOVACS
SUB Representative

There was a good number of our Brothers and Sisters from the A system who did not put in a UI claim during the one week layoff which assumed in September 1985. A little early to tell how many of you didn't file from the B system but indications are that my consistent reminders in the *Oshaworker* and plant wide pamphlets start paying off. The latest reports from Bond Towers tells me that the office is flooded with thousands and thousands of applications since the Christmas Holiday period started.

It may take sometime before you start receiving cards because mass layoffs always create some havoc. It is usually 3-4 weeks before your claim is fully established. If it is a new initial claim and involves a mass layoff, it could take up to 5 weeks before cards arrive to you.

Please remember, no waiting periods can be served until your claimant report card is returned to Belleville and processed through the computer.

One more important point. There are many of you who filed a UI sick claim in the past 6 weeks to establish a claim and serve one or two week waiting periods. I contacted many of you during the holiday period because I was concerned that some of you may be waiting for reporting cards and did not file the white application for UI. My concerns

were justified because I did find many of you who did not file.

Please remember, from now on when there is a mass layoff always file the white short form UI application. There is a difference between a sick claim and a layoff claim. To be on the safe side always file when you are laid off, even if you put in a sick claim application 3 weeks prior and have not received any cards yet.

Please do not look for any logic because there isn't much of that when you look at the UIC act and regulation. Just follow the advice. The changes are so rapid that it is difficult even for us to keep up with the administration, let alone the average person. That is one main reason why there are a backlog of cases held up in the process.

HARSH JUDGMENT

In some previous articles I've made some low opinionated statements about the people who work in our Benefit Offices, and it looks as if my judgment was somewhat hasty. It is not always easy to admit when one is wrong but if I caused some anguish to some people, and it is proven that this was not justifiable, I have to be man enough and say I'm sorry.

Just prior to the Christmas Holiday period I had a good number of SUB cases which became payable because of the successful UIC appeals, or were able to correct the records with the UI Commission. I took all these cases to Moe Madill who was short-handed to start with as one of the ladies who works with him was ill and not at work. Moe went out of his way to pay all these cases and everyone received their SUB cheques just before the holiday. In many of these cases he could have waited until the information came

through the computer, and that would have meant a 3-4 week delay in issuing the cheques. It was proven to me that he cares and is not completely indifferent to our people's needs.

We don't always agree and most likely we will have differences in the future, but that is natural. The fact is I have made an error in my judgment and I had to correct it. I can assure you that if you're entitled to any SUB payment covered by our SUB agreement you will receive your benefit the speediest possible way.

DID YOU KNOW?

Starting January 1986 GM's salaried workers will no longer receive cost of living allowances, but will instead be on a new performance pay system.

I'm not exactly sure how it works but it could have some effect on our hourly work force. Maybe it is some form of Quality Work Life for Salary Employees. I don't know. Will it mean that a worker who performs better will receive more money in the pay cheque? Who will make the judgment? Like I said, it will be interesting.

Did you know that General Motors promoted Heidi Kunz who is 31 years old to Treasurer? Her responsibilities includes GM's bank relations, foreign exchange, customs, salary and hourly payrolls, compensation benefits and looking after the corporation's taxes. She also became a member of Board of Directors. Take note that she is the First woman ever on the 16-member board. It is something to think about.

CLOSING MESSAGE

Nature is painting for us, day after day, pictures of infinite beauty if only we have the eyes to see them.



Pension Report

By JOHN BEERS
Chairman
GM Pension Committee

First of all, I'm hoping everyone had a safe and Happy Holiday as well. Those members who retired before October 1st, 1984 have received their bonus cheques by now. (If not, please phone the Pension Office at 644-6411). This bonus cost GM \$1,565,543.43. I only wish it was several times more.

Under the Ontario Pension Act, GM Canada had to deposit \$222,628,300.00 on November 29, 1985 for past credited service to the UAW GM Pension Fund. As of December 1st, 1985, we have 4,267 members drawing benefits in Local 222 from the Pension Fund.

I will give an example of 2 employees retiring on April 1st, 1986:

(A) One is 47 years of age with 30 years of service, retiring under the "30 and out" Program.

(B) The second member is 59 years of age retiring on a "Mutual" pension. (Both members are assemblers).

Employee (A) at "30 and out" would receive a Pension of \$1,115.00. If the spouse of this employee were 5 years younger than he/she, the survivor option cost would be \$31.35 monthly. The same amount applies to a spouse of equal age.

Employee (B) "Mutual Pension" would receive \$1,137.00 and the surviving spouse's option cost would be the same as Employee (A) \$31.35 monthly. As you can see, the employee who is 12 years younger would receive \$22.00 less than the employee at age 59 as of April 1st, 1986.

The next change takes effect October 1, 1986. At this time the difference between the above 2 pensions would be \$5.50 monthly.

The third change in the Pension amounts will be April 1st, 1987. At this time both employees would receive the same amount monthly, \$1,195.00. As of April 1st, 1986, should either of the employees predecease their spouses, the survivors would receive a lifetime pension of \$357.34 monthly from GM plus a spouse's allowance from Canada Pension. There will be several changes in the Canada Pension Act taking place on January 1st, 1987, and I will explain these changes as soon as possible in a future column.

Lastly, in response to "Your Pension" article in the *Oshaworker*, Dec. 19/85, I have little time to answer every challenge the "writing experts" throw my way, as I'm busy doing the job I'm elected to do, not merely talking about it. However, I will answer 2 items mentioned. The first being that I should sit on the Board of Administration. I must say

that I agree with that, but that is not the way the Board is set up, i.e., to be a member of the Board, one must be a President of a Local or a Chairman of a Plant, and I am not one or the other, needless.

The second statement was that the criteria be lowered from 30 to 25 for the surviving spouse. The criteria in '82 and '84 negotiations was 10 years service, not 25 (and the demand will be there in 1987). 10 years service would give the surviving spouse more money under the Pension Program (if it were to come into effect) than the employee now receives under the Met. Life Insurance Program with for instance 23 years service which is not a life time pension. In 1987 we will begin negotiations "as Canadians for Canadians" and I must say it has been my pleasure to be involved in retiring some 2700 employees since 1978. (And that's no Fairy Tale!)

On behalf of the membership and my family I wish the following members a long and healthy retirement and may God Bless!

Name	Department Number	Years of Service	Retirement Date
Jan Adamcewicz	84	34.5	January 1, 1986
Harry L. Allen	50	33.4	January 1, 1986
James E. Arnold	45	34.1	December 1, 1985
Pompeo Azzano	44A	30.6	December 1, 1985
Earl Clark	33	33.4	January 1, 1986
John Czaus	45	31.6	December 1, 1985
Jack G. Dainard	85	30.7	January 1, 1986
Angelo Dilisi	44C	17.4	January 1, 1986
Gordon T. Elliott	48B	21.0	January 1, 1986
Eugene M. Hackett	65	38.0	January 1, 1986
Eino Liljalehto	12	21.4	January 1, 1986
Edgar Holt	12	21.8	November 1, 1985
Antonius Horstman	66	26.5	November 1, 1985
Steve Rakottiyai	45	23.0	November 1, 1985
John F. Reid	69B	32.1	March 1, 1986
Walter A. Smith	77	34.3	December 1, 1985
Jaroslav Sodik	27	30.6	January 1, 1986
Janet V. Spence	7	19.0	December 1, 1985
Clarence P. Thomas	27	30.7	December 1, 1985
Kenneth W. Tilling	68B	30.2	December 1, 1985

Oshawa Senior Citizen's Centre

PRESS RELEASE

The Oshawa Senior Citizens Centre invites all Club members who are celebrating an anniversary or birthday during the month of January to attend a party. This social activity will take place on Tuesday, January 21st, 1986 at 43 John Street West at 2:00 p.m. Each member having a birthday is welcome to bring one senior as their guest.

Special recognition will be given to Anniversary couples holding their 50th, 55th, 60th and 65th Anniversaries, however prior notification is requested.

For more information call the Oshawa Senior Citizens Centre at 576-6712 between 9:00 a.m. and 5:00 p.m.

Federal Minimum Wage Increased by \$.50

OTTAWA — Labour Minister Bill McKnight today announced an increase of fifty cents an hour in the federal minimum wage raising it to \$4.00 per hour effective in May 1986.

Mr. McKnight also announced that there would no longer be a corresponding federal youth minimum wage as the \$4.00 per hour minimum would be applicable to all employees regardless of age. Formerly, the minimum wage for persons under 17 years of age was \$3.25 per hour.

In announcing the increase, Mr. McKnight said: "The federal minimum wage was last revised in

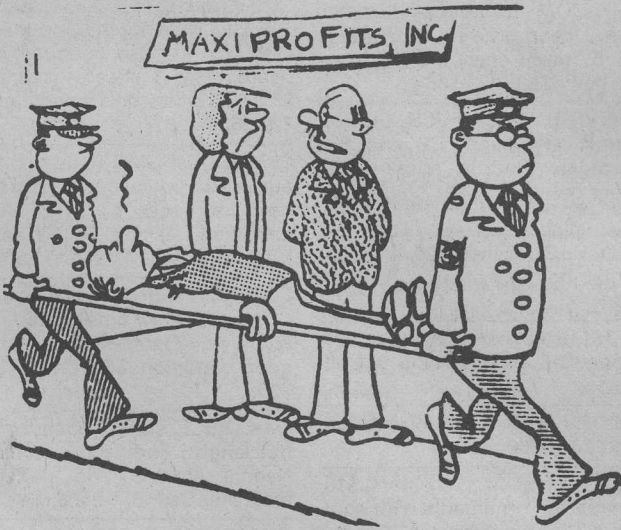
May 1981 and this increase not only reflects the Government's commitment to an equitable minimum wage but also brings the federal minimum wage more in harmony with the rates in other jurisdictions."

The increase to \$4.00 is an increase of 14.3 per cent. Rates in the provinces and territories range from \$3.65 per hour to \$4.50 per hour.

There are an estimated 600,000 employees under federal jurisdiction in various industries such as banking, shipping, air transport, broadcasting, railways, grain elevators and pipelines, etc.

HI, JOE... THIS IS OUR NEW SUPER-VISOR... JUST OUT OF SCHOOL...

HEY, BOSS! I THOUGHT YOU WERE IN LINE FOR THAT JOB... WELL, SO MUCH FOR SENIORITY!



"Don't just stand there, man -- clock him out!"



"I DON'T CARE About quality!...
...Just Give Me The Numbers!"

SWAP COLUMN

NEXT ISSUE — FEBRUARY 6, 1986

DEADLINE FOR NEWS AND ADS — JANUARY 24, 1986, AT 4:00 P.M.

FOR SALE

16 CHANNEL Bear Cat Pocket Scanner — Programmable for Police — Fire and Ambulance. \$325. Call: 723-9137

SILVERTONE ELECTRIC Organ, 3 Octave Keyboard — asking \$160. Canadian Tire \$695.14 Hiway Biway snow tires, asking \$50. Call: 723-8433

WICKER BABY Basinet, mattress \$75. Wooden baby cradle mattress \$30. GM car seat \$25. Exercise bike \$40. Exercise weight unit \$40. Call: 579-4452

FOUR GOODYEAR Corsa GT P155/80R13 Brand new for Chevette \$150. Alustic Hondo Est 1969 with hard shell case, new \$150. Call: 725-7598

1978 KAWASAKI 1000 Ltd, low miles mint condition, lots of extra chrome parts, new header bell helmet \$1900, will certify. Call: 728-8212

1971 CHEV CAR — 2 Snow Tires 15" — Homelite Chain Saw. Call: 725-8149

1985 MONTE CARLO loaded, 6500 KM, \$13,300 or best offer. For more information call: 725-6253

AIR COMPRESSER, vanity, doors, all kind, Kenmore vacuum cleaner. Call: 725-1937

FOUR 16.5 x 9.50 TIRES on rims, sell as set of four \$375 firm. Call: 623-5119

GE HEAVEY DUTY Dryer \$100 in good condition. Call: 725-3301

CHAIN SAW 16" \$75; Zoom lens 80 x 200 Soligor \$125. Call: After 4 pm 725-9370

1980 CITATION 4 cyl auto PS/B, AM-FM 4-door hatchback, blue on blue rust-proofed \$3000. Certified. Call: Bowmanville 623-1474

PARLOUR WOOD Stove, snowmobiles, queen size mattress, exterior doors, vacuum and attachments, fender flares for van, Vic 20 and extras. Call: 725-4681

1985 OLDS CUTLASS Supreme, V6, 4-door, 5,000 miles warranty — April 10/87 — available January 30th. 60-40 seat, FM stereo, defogger, tinted glass, tilt wheel, body mouldings, clock \$11,500. Call: 571-3518

1978 JEEP CHEROKEE Chief, low mileage \$3100. Call: 623-6225 or 723-1081

1985 S10 PICKUP, 5-speed, dark blue, Alpine stereo, 19,000 km, \$9200. Call: 728-6492

OAK BEDROOM furniture — 3 mates beds with 2 deep drawers, mattresses included. 5 drawer chest, two night tables, like new. Call: 723-1364

1984 CHEVROLET CAPRICE Classic, 19,000 km. Very clean, PS and PB, AM-FM radio, electric trunk lock. Cruise, rear defogger. Call: 728-3485 or 263-2245

HALL CLOTHES tree, new \$25. Wrought iron planter holds 5 plants \$25. Call: 728-2538

YOUNG, TAME, cage bred budgies, various colours \$15, older birds \$10. Call: 728-0508

1978 OMNI 1976 AMC Station Wagon, as is. Call: 723-3050

BABY SETS — first size, all colors, \$10. Wooden weather ornaments with spinning wings, Goofy, Sylvester, Tweety, Blue jays, Donald duck \$12. Call: 725-9390

1985 PONY GL 10,000 km, eight-year body warranty, must sell, buying home. Call: Steve 723-0620 evenings

1985 CHEVETTE \$6785. 5-speed, 2-tone, sport wheels, custom seats, stereo, block heater, 21,000 km, one year warranty, excellent condition. Call: 705-745-2523

LOT AND 29' trailer, asking \$20,000 and 1978 Triple "E" Motor home. Call: 725-8937

1985 CAMARO Z-28 IROC, fully equipped. Certified. \$18,500. Call: 723-1097

1985 SUNBIRD, 4-cylinder, AM-FM cassette player. A-1 condition. Call: 725-8098.

SUPER CAP truck cap for full size pickup box. Call: 728-2778

SOLID MAPLE bunk beds, \$150. Wood desk and chair, \$40. 6-drawer dresser, \$30. Call: 723-4904

MAG RIMS, California style, new Mad Dawg 60's series tires with caps, chrome valve stems, 15 x 7 rims, fit Chev. \$500 or best offer. Call: 728-1965

'81 HONDA, 4-door hatchback, little rust, rear coil springs. '84 Olds, body parts for '77 Nova. Automatic transmission. Call: 725-7249

FOUR 60-SPOKE wire wheels, complete 14 x 7, used one summer, Universal fit, new, \$2000. Sell for \$800. Call: 579-9958 after 5 p.m.

FULL LENGTH ladies coat with hood and side pockets, new high-heeled sandals, size 6½. Also maternity and infant clothes. Call: 723-3039

ONE PAIR of drapes, colour off-white. 108" wide x 75" long, approximately. Call: 728-8229

1980 PLYMOUTH VOLARE Slant 6 engine, white, burgundy interior, \$1800 certified. \$1500 as is. Call: 579-9966

4' x 8' BOX TRAILER with 14" wheels. 1 year old. Asking \$495. Call: 728-7904

1982 DODGE RAM small truck, 4-cylinder with cap. 35,000 miles. Call: Port Perry 985-7149

1982 CHEV ½-TON, 305 V-9, 4-barrel, overdrive, PS, PB, automatic, more options. 32,000 km with cap. Call: 725-5888

WOOD COOKSTOVE. Excellent condition. 444 Husquvarna chainsaw. Approximately 8-10 hours. Call: 576-8889

1985 CAMARO, 6-cylinder, fuel injection, rally wheels. 4-speed automatic, 18,000 km. \$11,500. 1979 Gold Wing 1000. \$2100 or best offer. Call: 723-9180

SNOWMOBILE ENGINE, 250 CC Hirth, \$20. 1978 Pontiac Phoenix V-6, 4-door, brown. Asking \$1800. Call: Orono 983-9204

HI PERFORMANCE 283 Chev for street. All TRW parts. Forged crank std. Std. Cam .480 .480 lift. 11.1 powerforged postons. Never run. \$1100. Call: Brooklin 655-4591

HERITAGE AIRTIGHT wood stove, which can be used as an insert, also with rear flue. Asking \$450. Call: 728-3574

1983 GMC FULL SIZE pickup. Many extras. Call: Bowmanville 623-4288

LADIES TWEED COAT, size 12. Dresses, pants, sweaters, skirts, boots, size 7. Leather jacket. Plush bath sets. Call: 725-5306

14-FEET NEW Kitchen counter top, almond, \$140. Also cupboard and cupboard face. 3 sheets used panelling. \$8.00. Exercise bike, needs repair. Call: 725-1668

1979 ¾-TON GMC Rally Six, 8-cylinder automatic, power brakes and steering. 4 new four season radial tires. Good condition. Asking \$4500 as is. Call: Bowmanville 623-2296

ONE PAIR Nordica VIP's boots, size 9. Only used a few times, good condition. \$50. 1 pair Garmont boots, size 7, very good condition. \$35. Call: Whitby 668-7555.

OAK TABLE, size 67 inches by 36 inches (full length). Fireplace screen and tools. Necchi electric and pedal sewing machine. Call: 571-3165

VIKING CANNISTER vacuum cleaner. All attachments. \$75. Kenmore electric broom, \$25. Call: 725-0769

CHESTERFIELD AND two matching chairs. \$175. Call: Whitby 668-0944

FISH HUT. Call: 728-3497

WOODBURNING FURNACE. Good condition. Electric blower included. Heats 3000 sq. ft. \$350 or best offer. '78 Pontiac Parisienne, new tires, AM-FM 8-track. \$1800 or best offer. Call: 434-2989

½-TON PICKUP cap, sliding rear window, excellent condition. \$250 or best offer. Call: 576-2379

LADIES ¾-LENGTH MUSKRAT coat. Excellent condition. Valued at \$500. Asking \$250. Size 14. Call: 725-5725

1975 MONTE CARLO, mint condition. Too many extras to list. over \$4000 invested in past 6 months. Will sacrifice for \$4000. Call: 579-8977

ONE HEAVY-DUTY steel box trailer. Box trailer. 4 x 8. Call: 728-1517

CONSOLE STEREO, solid wood construction. Reel-to-reel tape, AM-FM radio. Excellent condition. Best offer. Call: Newcastle 987-4276 evenings

ANTIQUE BRASS deluxe glass fireplace screen with mesh inner fire curtain. Brand new. Width 29"-37". Height 24½"-28". \$195. Call: 725-2381

RED DRESSER, in very good condition. \$80. Also red night table. Call: 728-2518

DURO LITTLE Giant water pump. Foot value of piping, \$65. Also oil furnace, \$80. Call: 434-6116 or 623-7330

1978 FORD BRONCO Ranger XLT 4 x 4. Free wheeling hubs, black and silver. Too many options to list. 67,000 km. \$6000 or best offer. Call: 728-5362

HOOVER VACUUM cleaner with cleaning tools. Working perfect. Baby car seat. Two trunks. Call: 723-6981

GUITAR, YAMAHA brand new, extra strings and strap. \$170. Call: 579-4828 Shift 2

1971 OLYMPIC SKI Doo. As is. \$200. Call: 1-705-277-2079

16 ACRES OF mature wood lot. 1300-ft. on paved Road near Salmon Trout Lake. Close to Bancroft. Asking \$8500 firm. Call: 728-0093

SCANNER RADIO with crystals for police, ambulance, railways, fire dept. Two Uniroyal 8.00 x 16.5 light truck radial tires. \$25 each. Call: Bowmanville 623-2883

1984 CHEVETTE 5-SPEED standard. Excellent condition. \$5300 or best offer. Call: 728-5705

WOODEN WRITING desk, 1 inch foam. baby snow sled with pad. All excellent condition. Call: 576-8427

CARPET, 10' x 12'. Suitable for cottage. Playpen. Call: Bowmanville 623-2914

COTTAGE ON Lake St. Peter. 3-bedrooms. A-Frame, winterized, sandy beach. Electric heat. All season road. Call: 728-0093

1984 LASER XE turbo, 18 month warranty, air, cruise, AM-FM cassette, C.B., fully loaded, excellent condition. \$12,500. Call: 571-3250 after 6 p.m.

1976 CHEV IMPALA. \$800. Reclaimed bricks. 10 cents apiece. Call: 576-1230

CALIFORNIA RIMS, 15 x 7 gold and chrome. Fits Chev. MadDawg tires, 60 series. Like new. Chrome valve stems with caps. \$600 or best offer. Call: 728-1965

'82 PONTIAC J2000 luxury coupe, AM-FM cassette, 4-speed, excellent condition. \$4200. Call: 723-1880

FISCHER DOWNHILL skis, 165 cm. and Salomon bindings. Boots, size 10½, 8, 7 and 5. Excellent condition. Call: Newcastle 987-4276 evenings

FREEZER, 15 FT., like new, \$350. Round table, 30" diameter, 2 matching swivel chairs, \$150. 2 black bar stools, \$50. English coon hound. Lawn roller, \$50. Call: 728-4052

1983 YAMAHA VIRAGO 750 CC, 3000 km. Mint condition. Still under warranty. \$3200 or best offer. Call: 728-1965

LARGE FOUR-BEDROOM bungalow with attached double garage. Finished rec room with fireplace. Lot 86' x 176'. Asking \$128,900. Call: 723-1097

FOR RENT

HOUSEKEEPING COTTAGE. Call: 725-0222

MYRTLE BEACH condo ocean front. 1st floor. Indoor pool. Weekly/monthly. Call: 434-6343 or 728-8623

28' COACHMAN TRAVEL trailer, furnished. Leesburg, Florida. \$500 monthly. Call: Collect: 1-416-775-3628

WANTED TO BUY

TRAILER FOR an 18-ft. fiberglass boat weighing 1900 lbs. Any condition. Call: 352-2839 Collect.

10 HY 4-CYCLE gas engine and 16-inch truck tire and rim. 8-stud. Call: 571-0721

RIDE WANTED

GRANDVIEW AND Cherrydown area to GM Gate 23. Shift 1. A-Body. Call: 728-5513

THE OSHAWORKER

Published bi-monthly by Local 222 of the United Automobile, Aircraft and Agricultural Implement Workers of America, 44 Bond St. East, Oshawa, Ontario, affiliated with the Canadian Labour Congress.

Printed by Eveready Printers Ltd., 72 Tecumseth St., Toronto, Ontario.

TO THE READERS:
The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material with not be printed. The Oshaworker reserves the right to edit material submitted.

EDITOR: FRANK TAYLOR
EDITORIAL BOARD: John Sinclair.
Dave Thompson, Tom Hoar.

A Note of Thanks to all

My family and I would like to thank my fellow workers and Union representatives for standing by me during my difficult time off work. Also a special thanks you to Tom Conahan, Tom Hoar and most of all

Frank Taylor to whom I shall be forever grateful for the unselfish way he has helped and assisted me in getting back to work. Without you I could not have made it. Thanks again.
D. Medford

Letter to the Editor

Dear Mr. Taylor:

To begin this letter will be a task for me as I am not very good at writing letters, but I will try and express myself the best I can. To begin with I am a Union man all the way so if some of my remarks seem different I am sorry.

I get so sick and tired of hearing people in the plant jumping on peoples' backs and mine about retiring. It seems that once a person gets his 30 big ones in, all you hear is when are you going and how soon will you retire? If I had your money, boy, I would go now, and the list goes on.

First of all most of these people don't know what goes on inside each and everybody else's brain. Also they don't stop to think what in hell I have been doing for 30 years.

Myself for instance has been the only person in our household working. Also like a lot of other people, I raised 3 kids, paid bills, bought a home, sent kids to school, fed them, dressed them and when they got older got them out of jack pots, lent them money, like a lot of other fathers who don't want to admit it and never got paid back. Where did their first car come from? Good old Dad.

I know you hear other guys say my son can buy his own car or bike or told him off. Well, that is bull shit and I don't buy it from my work mates. Let's face it, they come forward so quick and tell you what to do and what you should do. These same guys that are giving you advice own two or three homes, they own apartment buildings or they farm and their wives have worked all their lives. So I say, who is kidding who.

Sure I will retire gladly. I will go tomorrow. But give me my pension and make it decent. Give me my

17-18 a month and let me go, GM. You know the cost of living is high. You don't fill a gas tank for \$10 anymore. You don't buy a loaf of bread anymore for \$0.22. You don't buy a workshirt for \$1.95 anymore. Sure, I know the wages have gone up and I know people say you are better off now than ever before. Sure we are. But let's face it, we had to fight for it, nobody gave it to me or anybody else. So it is fine for all these big mouths to keep on barking. Why don't you spend some of your bank loot? Well I am telling you right here and now I don't have a bank role, I just go week to week.

As we all get older along comes medicine troubles and when we are in our 50's and 60's you ask the doctor how come this is happening to me. I felt good 10-15 years ago. Well the answer usually is your job is taking its toll on you and lately the word I have heard coming out of my doctor's mouth is **burn out**.

Le me tell you I have no great education and I have been working since I was 13. In those days your father signed a paper and you were out of school in his care.

To tell you, sure I appreciate GM and I am glad to be working there. The money is good and they treat us pretty good. But there are other companies that are better and more money, but we won't go into that or the words will be — go work for them, etc., etc.

Well, as a footnote to my last paragraph (why don't you go work for them). First of all you are too old and that is a foolish statement. You don't quit a well established job.

We are told in the next 5-10 years there will be 60% on pension. Well all I am saying is I am hoping they think about us old guys who stood in the cold and got the younger boys what they got now.

So I say, okay all my pals, I will retire next week or next year. But before I go make sure my wife and I can live with a little dignity and hold my head up. I don't want to eat steak all the time but I don't want to eat beans and Dr. Ballards either. Thank you.

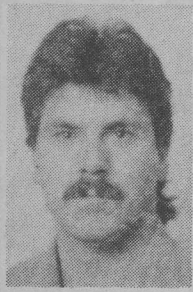
Art Priestley,
Lift Truck Driver
30 years GM



Zone 50 Report

By JOHN SCANLAN
Committeeman Zone 50

Well, first of all I hope everyone had a Happy and Safe Holiday period and all the best in the New Year.



After my last article going to print, it seems that Porky got the impression that I was inferring he was withholding information from me. If that's the way it looked, it's not the way it was meant. In

fact, if I ever want information from anyone I'm not shy for asking. All I was trying to do was emphasize the need for positive direction from all Trades Rep.'s as a group and start to make the Company aware that we have desires and guidelines of our own, with regards to training and trades demarcation. To my knowledge every Trades Rep. have had meetings with supervision regarding ways to travel and train, but they vary from dept. to dept. Most of us have attended plant wide meetings in an effort to obtain some kind of continuity in this matter (without success).

I want it known very clearly that I have no intent of slandering Dick Kittle, especially in the Union paper which is our main source of supplying good information and ideas plant wide. I, therefore, urge you to stop Porky and clear any questions up you have in mind in this area, if you don't run into your committeeman. I'm sure you'll see a lot more of him in the next little while.

4TH STEPS

From info I've received from Porky our Tim Smith grievance and Fitter grievances have been heard after about 1 year, but were resolved prior to the 4th step hearing. It's very discouraging to have waited so long and have it resolved prior to.

DEMARCATION

As we have been hearing from every source possible, our complex will be the most sophisticated in the world very shortly and with that comes all sorts of concerns.

Over the past few months I had myself invited to Gord Dudas Wednesday up-date meeting which is an information meeting with the Company and Trades Reps.'s, Districts and Engineers involved in equipment lay out.

In this GM 10 Project Construction have been committed to the vast majority of work and it looks good. When this plant runs the maintenance job assignment could change and with the fact that Truck Plant supervision on line-maint. have already hinted to Brother Beaumont that they are going to change job descriptions for their "87" Project. It is time to take a hard look at who will be doing what.

On Monday, January 6, 1986, Paul will raise the issue with all Trades Rep.'s present and hopefully a system of UAW input into job changes plant wide will be devised.

SUPPLEMENTAL

As most journeymen in Zone 50 know our Supplemental Agreement has been extended until the end of May 1986, this will not jeopardize any transfers in the month of March. It was sort of nice to see good business sense prevail over politics in

this matter, so the tri-link and rad dept. work in parts stays with 49C over outside contractors. The majority of this work will be hand led by Tom Huttons crew, and the man hours have increased even further since then.

ZONE 50 ALTERNATE

Since my election as committeeman and John Gibb's as alternate, I have given John the opportunity to perform as committeeman whenever and however possible. I'd just like to assure our Zone that he does a good job and I have no worries whatsoever leaving you lads in his hands.

I'd also like to remind you all that we are finally having a Skilled Trades Council Meeting January 21, 1986, 7:30 p.m., at the Hall. The last time I remember a Council Meeting, other than the last election meeting, is when Paul Beaumont and I were denied the right to run because our Journeyman Cards were not in our possession. Elections for the Area Council will be held February 23, 1986. If all the plans come together notification of nominations will be in the plant as soon as possible. Please plan to attend on January 21st. It's not often we have an opportunity like this to air our views and ideas. It should be interesting.

In closing, don't forget in the near future plant wide elections will be held. So if you haven't received your current Union card contact your committeeman, district or call the Hall. It's very important to elect candidates plant wide who view Trades as an entity in the future and who will be willing to help us with such items as a Trades Safety Rep., additional Maint. Trades Rep., etc. So don't forget to vote.

GM Vehicle Purchase Program

By BRIAN PARRY
Chairman, Cliff Mills Motors
RAY FINNEY
Alternate Service Representative



During recent months there have been many inquiries about the General Motors Purchase Plan. Due to this response we have decided to re-submit this important article.

Eligible Participants:

- (1) Employee must have six (6) months of service.
- (2) Spouse of an eligible employee.
- (3) Son or daughter of an eligible employee, if under age 21.
- (4) Son or daughter of an eligible employee, if full time student.

REGISTER OWNER — Must be an eligible participant as listed above.
Retention Period: Current model year vehicles delivered prior to February 1st of that model year must be retained in the possession of the eligible participant until at least August 1st.

Current model year vehicles delivered on or after February 1st must be retained in the possession of the eligible participant for a minimum of six (6) months from date of delivery.

Past model year vehicles must be retained at least six (6) months from date of delivery.

The following are not eligible — to receive ownership or possession of vehicles purchased through the program until the applicable retention period has expired, father, mother, sisters, brothers, in-laws, other relatives and non-relatives.

It is contrary to the rules of the program — to register a vehicle to an eligible participant but then surrender possession and/or use to an ineligible person before expiration of the retention period. The purchase, retention and disposal of vehicles purchased through the program will be monitored. In those instances where the applicant/participant has violated Company policy, the applicant will be expected to repay the service or discount allowance, and may lose the privilege to purchase vehicles in the future.

RETIREES, PENSIONERS, SURVIVING SPOUSES, ELIGIBLE PARTICIPANTS

(13) Retirees/Pensioners — Receiving benefits under the provisions of the GM Pension Retirement programs.

(2) Surviving spouse — of a deceased eligible employee or a deceased retiree/pensioner who has not remarried.

(3) Spouse of eligible retiree/pensioner.

(4) Son or daughter of eligible retiree/pensioner/surviving spouse, if under age 21 years.

(5) Son or daughter — of eligible retiree/pensioner/surviving spouse, if full time student.

REGISTERED OWNER — Must be an eligible participant as listed above.

POSSESSION AND USE OF PURCHASED VEHICLE — Must be an eligible participant as listed above.
Retention Period — Current Model Year Vehicles delivered prior to February 1st of that model year must be retained in the possession of the eligible participant until at least August 1st.

Current model year vehicles delivered on or after February 1st must be retained in the possession of the eligible participant for a minimum of six months from date of delivery.

Past model year vehicles must be retained at least six months from date of delivery.

The following are not eligible — to receive ownership or possession of vehicles purchased through the program until the applicable retention period has expired, father, mother, sisters, brothers, in-laws, other relatives and non relatives.

It is contrary to the rules of the program — to register a vehicle to an eligible participant but then surren-

der possession and/or use to an ineligible person before expiration of the retention period. The purchase, retention and disposal of vehicles purchased through the program will be monitored. In those instances where the applicant/participant has violated Company policy, the applicant will be expected to repay the service or discount allowance, and may lose the privilege to purchase vehicles in the future.

There are three (3) ways for an eligible participant to purchase a new vehicle.

- (1) Purchase a miled out staff vehicle with a discount of approximately 15 percent to 20 percent off retail, depending on the type of vehicle.
- (2) Order a vehicle from your local dealer using option, of the GMX194 form. The discount structure is between 13 percent to 15 percent off retail depending on the type of vehicle required.
- (3) Purchase a vehicle out of dealer stock, make the best deal that you can with the salesman and then you receive a 5 percent to 10 percent discount, also there is a signed letter between the Company and the Union that anyone buying a vehicle this way shall receive a 5 percent rebate, but in all reality, this rebate is only 4.6 percent.

There are three (3) squares on the X-194 order form. This will point out the different ways of purchasing a vehicle I have just described. Please remember that salesmen are on straight commission, so when you are making a deal or receiving information, you should remain with the same salesman who is working on your behalf. When you are considering purchasing, you should have a list of options you would require made out.

PURCHASING THROUGH CUSTOMER DELIVERY
(13) You first make out an application with the type of vehicle required.

(2) Your application is then time punched for proper order of applicants and then placed on the list.

(3) When the vehicle arrives they will call you to view it with no obligation to purchase. However, if the vehicle does not meet your liking — you will be given two (2) more opportunities before your name is placed on the bottom of the list again.

(4) If the vehicle is what you want, you then have it P.D.I. at the dealer of your choice, falling within the proper vehicle product line. The dealer then will fill out the X-194 form.

Cliff Mills Motors is the only unionized dealer in Oshawa and if you are purchasing a new or used vehicle, please think of our people and the jobs you can create.

Reflections of the Past

By MIKE LEVEQUE
Zone 34 Committeeman

With the ushering in of another new year we can look back on what has happened to us and savour the good along with trying to correct the bad. When I reflect back on what has transpired over the past six years my spirit drops as the facts of life hit home. For the first sixteen years of my employment in GM the expiration of a contract



meant we could look forward to improvements in wages, benefits and working conditions. In sharp contrast the last six years has left me wondering what else we will lose when our contract has ended.

I can remember the time when our membership was outraged because all we ever received was 3 percent wage increases. Now it seems like we're fortunate to keep the same hourly rate we had and Heaven forbid if our total Cost of Living was ever rolled into our new base rate as this would only serve to raise things like our S. & A. Benefits above the poverty level. The fact this has happened to us is history but what disturbs me most is some people actually accept these types of setbacks as inevitable.

Once upon a time a person received the full rate of pay for the job they were doing after the first 30 days of employment. Since 1982 a person has to work in GM for almost 2 years before they receive the full rate of pay for the work they are performing. At first glance this may seem of little consequence to our members with over two years seniority but it should hit closer to home when they realize the Company has definite plans to only have jobs young healthy workers will be capable of doing which probably means the vast majority of their future work force will be made up of employees with under 2 years seniority. When you analyze the preferred types of jobs that have been outsourced along with the new hirees rate of pay the plan forms!

For years our negotiators improved on our Pension Plans until we achieved what was termed 30 and Out. This was not totally ideal as people who worked longer did get more pension by virtue of their combined service and age. The original 30 and Out was established in the mid 1970's but since then there have been no improvements. There is no excuse for this lack of improvement or the fact many of our present retirees have been left with incomes far below the poverty level. Maybe the logic behind no pension improvements was derived from some people knowing the future would allow little or no chance for employees to make

a life long career out of working in General Motors. Could this be yet another part of the Plan?

Then there were those pesky PPH days that would have eventually forced us into a 32 hour work week. Thank goodness we got rid of them before everyone found out there is more to life than General Motors. After all it would be hard for us to accept the Japanese "Quality of Work Life" philosophy (that our lives be dedicated to helping the Company) if we got accustomed to devoting ourselves to our families. Although my reference to this part of our concessions may seem to have facetious connotations, the employees who want to work at places like NUMMI or the proposed SATURN project have to possess a **Company first — Family second attitude** or seek employment elsewhere. Perhaps the elimination of our PPH days was fashioned solely on Corporate greed but you will have to admit their absence won't hurt the Plan!

Most of you will recall how we could look forward to acquiring seniority so we could get preferred jobs in departments like Parts & Service, CKD etc. Well Brothers and Sisters don't strain your neck or eyes looking forward to much in the future because all most of you will ever see is production and more of it! These preferred types of jobs have all been systematically outsourced to other companies or locations. Coincidentally, the UAW contracts at NUMMI, TONAWANDA ENGINE and SATURN all contain provisions allowing the Company to outsource any work which can be done at less cost some place else. Our history over the past six years contains numerous other losses not to mention the fact that in the last two sets of negotiations **no improved working conditions** have been negotiated. WE can sit around and cry about what we've lost and assume the attitude that there is nothing we can do about what is happening or we can logically appraise the past six years and **take definite steps to change.**

Brian Myles and Mike Savoie did the scoring.

The second game saw Fazios Italian Cuisine snap Versa Foods unbeaten streak as they shaded them two to one on a last minute goal by Tom Conahan. Greg Pate of Fazios Italian Cuisine had tied the score a few minutes earlier.

Mike Cannon had the only goal for Versa Foods.

Hockey Hot Box

UAW HOCKEY LEAGUE
December 15, 1985

Bob Phillips TV and Video stayed within striking distance of first place as they defeated Starr Furniture six to three.

Bob Phillips TV and Video goal scorers were Harry Forbes, Dan Spratt, Gary Oliver, Bill Roter, John Call, and Jamie Bird.

For Starr Furniture Pat O'Dowd,

THE OSHAWA & DISTRICT CREDIT COUNSELLING SERVICE



"Guiding People From Red To Black"
PROFESSIONAL — FREE — CONFIDENTIAL

172 King St. E., Room 106
Oshawa, Ontario L1H 7N2
579-1951



DENNIS ANDERSON

CHEVROLET OLDSMOBILE LTD

We welcome 'Direct Sales'
ask for
Gerry Hooker, Bill Beare or Bert Jones

268 Queen Street
Port Perry, Ontario
LOB 1N0



985-8401
Ajax 427-6903



SIPCO
WE SERVE

ALL CANADIAN OWNED
STEVE KISIL

Extra Benefits provided for
UAW Retirees, Senior Citizens
& Co-Op Members

SIPCO
ENERGIES INC.

**SIPCO SALES
AND
SERVICES**

- ☐ AUTOMATIC DELIVERY
- ☐ FURNACE INSTALLATIONS
- ☐ OIL, GAS, ELECTRIC
- ☐ HEAT PUMPS, HUMIDIFIERS
- ☐ CENTRAL AIR CONDITIONERS
- ☐ AIR CLEANERS
- ☐ FUEL OIL ☐ STOVE OIL
- ☐ DIESEL ☐ GASOLINE
- ☐ DOMESTIC, COMMERCIAL
- ☐ FARM AND INDUSTRIAL

**24 HOUR
EMERGENCY SERVICE**

Radio Dispatched 24 Hour Service

For More Information Call
728-5138 or 571-1931
Port Perry 985-8625

183 Bloor St. East
Oshawa, Ontario
L1H 3M3

**VAN HEMMEN
TIRES**

317 Hopkins Street, Whitby

HEAVY DUTY
BATTERY SPECIAL \$49.95

USED TIRES \$20.00 & UP
installed & balanced

DEALER FOR: UNIROYAL
DUNLOP GOODRICH
KELLY SPRINGFIELD PIRELLI

SOME TIRES UP TO 40% OFF

SPECIALISTS IN MAG WHEELS
WE CARRY:
CHEVIOT
CRAGER
SUPERIOR

**CALL
666-2121**

Little Angels
Day Care

211 King St. E.

- Flexible hours for shift workers
- Breakfast
- Hot lunch
- Snacks
- Air conditioned
- Weekly rate \$65

For further information
call 434-5450



THE EYE SHOPPE

We have special
pricing arrangements
for UAW members
20% off for students and
senior citizens

*Eye examinations arranged
We challenge you to find our
high quality and low prices
anywhere else in town*

In Oshawa
571-3910
16 King St. E.

In Ajax
683-2888
56 Harwood Ave. S.
Harwood Plaza

In Cobourg
372-6532
250 Division St.

In Port Perry
985-9388
28 Water St.
Lakeview Plaza

Admiral Optical Company

Phone 579-6411 • 32 Bond Street East • Oshawa, Ont. L1G 1B1
DEDUCTIBLE PAID FOR — WE MAKE THINGS VERY CLEAR

- Designer Styles
- Sports Eyewear
- Racquetball frames
- Fashion Tints
- Sunglass Eyewear
- Eye Examinations Arranged



579-6411

BOB JOHNSON,
MANAGING LICENSED OPTICIAN
CATHY BROWN
LICENSED OPTICIAN

20% Senior Citizens Discount
Blue Cross, Metropolitan, Excelsior, Green Shield Vision Care Plans
accepted

HOURS: 9 A.M.-5:30 P.M.; THURS. 9 A.M.-8 P.M.
WED.-SAT. 9 A.M.-1 P.M.

Just the Ticket...



WHITBY

TRAVEL SERVICE

1022 King St., Whitby 668-5555

January and February
5% off all
Specials
and all holiday packages and charters

BUYING A NEW CAR?

- Support your UAW members.
- Financing on the premises.
- We take all makes on trades.
- A GM company car. Direct sale on Plan 1 and Plan 2 out of stock. Let us handle your work.
- Let us sell your car with "consignex".
- Service Department open 7:30 a.m. until 3:00 a.m., Monday to Thursday. Friday 7:30 a.m. to 5:00 p.m.



Call Us Right Now

GUS BROWN PONTIAC BUICK LTD.
YOUR GM SELECT SERVICE DEALER
1201 Dundas St. E., Whitby 668-5846

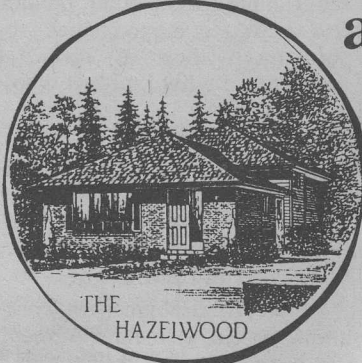


St. John Ambulance
NO. 435 GENERAL MOTORS
AMBULANCE DIVISION
OSHAWA, ONT.

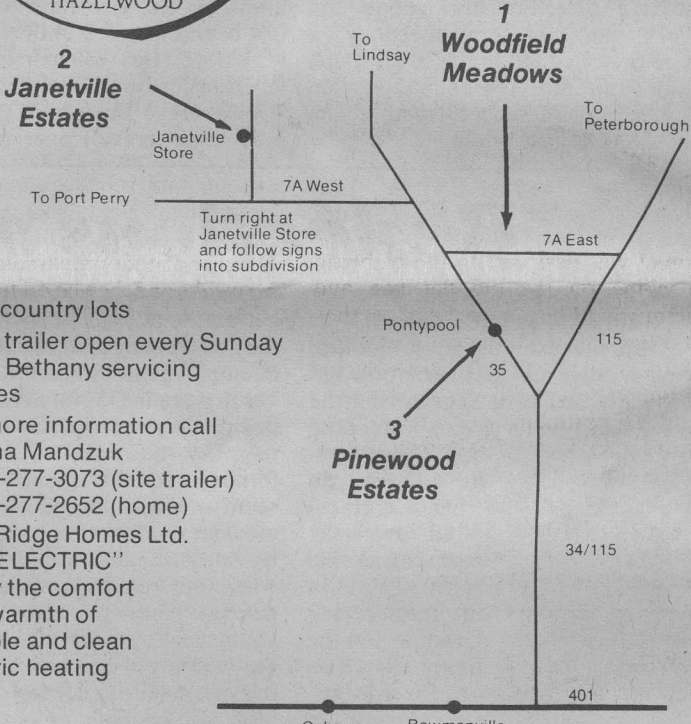
WILL YOU JOIN US TO HELP
LESS PRIVILEGED??
FOR MORE INFO PHONE:
FRED SCHNEIDER
416-728-5315 OR 644-7509



**Affordable country homes
in Pontypool, Bethany
and Janetville
starting at
\$68,900**



THE HAZELWOOD



- large country lots
- Sales trailer open every Sunday 1-4 at Bethany servicing all sites
- For more information call Dianna Mandzuk 1-705-277-3073 (site trailer) 1-705-277-2652 (home)
- Pine Ridge Homes Ltd. "GO ELECTRIC" Enjoy the comfort and warmth of reliable and clean electric heating

WOW!

8.9%

FINANCE!
(on selected models)

\$500.00

CASH BACK!
(on selected models)

*SUPER IN-STOCK SELECTION
*TOP DOLLAR FOR YOUR TRADE
"DURHAM'S EMPLOYEE SALE CENTRE"

1800 Kingston Rd. at Brock Rd., Pickering
683-9333

Sheridan

Chevrolet
Oldsmobile Ltd.



"Jim's Kids" — The Whole Story

By BOB WHALEN

Executive Board Member

James Kinlin was born Sept. 6, 1926 in a house at the corner of Mary and Aberdeen Street. Mary Street ended at this corner until 1928. At that time it was continued on through to Rossland Road. Jim's elementary education was obtained at St. Gregory's school, his secondary education was continued at OCVI.



In 1942 at the age of 16 Jim started work in the GM office on Williams St. in Oshawa. He worked there until he joined the Canadian Army in early 1945.

Jim did a lot of roller skating in his early years and was asked by his Commanding Officer to join the Canadian Army Shows. There he entertained the wounded soldiers sent home from the war zone.

In September, 1945 Jim was discharged from the Army and tried to get his job back from GM but the person Jim had been replacing in 1942 came out of the Army and claimed his job back. They couldn't place him at his former job as he worked in the Toronto area for about a year, then returned to Oshawa seeking employment here. Jim submitted his name at Duplate, Oshawa and was successful in obtaining employment starting Nov. 6, 1946. Jim met his wife Irene who was an office employee at Duplate and on Oct. 6, 1951 they were married. In 1961 their son Peter, who is now employed at Duplate, was born. They were blessed with a daughter Jane in 1964. It was around this time that I first met Jim. I was assigned to the webbing machine on the old flat line and Jimmy and I began working together and did so for the next six straight years, until that line was shut down.

We were eventually assigned to other Departments as was everyone in order assembly. Working together at the end of this line we got to know each other very well. Jim used to chew about 2 packs of juicy fruit gum everyday but before we were finished working together I had him

cut back to 1½ packs a day. I'd chew the other half pack. I remember one time there was a bad electrical storm and between lites Jimmy ran around closing all the windows and it being a hot summer's day, I came along behind opening all the windows he had closed. We both rushed back to the webber and at the time we were running the biggest laminated lites Duplate processed being 48" wide by 72" long. Just then there was a loud rolling crash of thunder and Jimmy looked up, noticed the windows open and screamed at the top of his lungs, "Bobby, Bobby, you opened the windows." He ran like a man possessed to close the windows leaving me at the webber on one side of a 4 ft. x 6 ft. piece of glass. Naturally his side fell, I backed off and let it go shattering into small pieces on the floor. Needless to say, whenever there's a thunder storm and I'm around Jimmy, first thing I look for is a positive sign that the windows are closed.

In 1971 they discovered Jim had cancer of the lymph glands which is called Hodgkins Disease. At the time Jim knew of only one other person who had this disease and she died within a year.

Jim who was in Oshawa General Hospital was sent to Toronto General to see what course of treatment they could give him, at this stage he thought he only had a short time to live. He was very surprised when the Doctors in Toronto told him they could treat this kind of cancer. They also told him if he had gotten this disease six years earlier he wouldn't have had as much luck.

Jim had his first and second Chemo treatments at Toronto General and the next 45 treatments as an outpatient.

As an outpatient he would have chemo and other drug treatments for two weeks and then be off treatments for four months. These treatments lasted until 1978 when he was taken off treatments. He returned to work in September, 1972 about a year after he got sick.

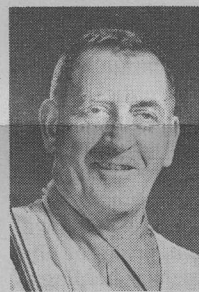
Jim asked his Doctor if he could start skating again and the Doctor, because of his type of cancer, advised him to take up swimming instead. Jimmy, after 3 years, was swimming a mile day. While taking

these chemo treatments Jim noticed he had gotten most of his strength back. The patients who were taking chemo treatment in the same room were having a much rougher time and many of these patients after a few weeks or months would die. Jim got the idea that he could put his swimming to good use by doing a swim for Leukemia Research. He told Dr. Francombe, his Doctor in Toronto, of what he planned to do and the Doctor thought it was a good idea.

Jim in the summer of 1976 approached the Leukemia Research Foundation asking them for sponsorship and they were glad to do so. Jim did his first swim in January, 1977. It was a mile a day for 21 days, this swim raised \$8,010 for Leukemia Research.

During the summer of 1977 Jim learned that more children died of Leukemia than any other disease. He decided after hearing this that he would like to do the swim annually. He asked the Leukemia Group if this was possible and they agreed to continue their sponsorship. Jim did his swim in 1977, 78, 79 and 1980, raising a total of \$35,000 for Leukemia Research.

In the spring of 1980 Jim's fellow employees submitted his name for the PPG Citizen-of-the-Year award. It is a very prestigious award given by PPG once yearly to someone special within the organization. Jim was chosen above all others. One of the gifts he received from PPG, and one he'll always treasure, was a trip to PPG Head Office, in Pittsburgh. There he met a great many company personnel and attended a Pirates-



The Conservation Show was a great success. Thanks to Knud Due and his committee, every booth had great displays, and every person who said they would come, came. When you think no person was paid, and no lost time paid, that is a great effort for conservation.

The people who were in charge of the fly tying, a late visitor, tried their own skill at fly tying.

The rock hound out did themselves with their displays. They showed rare rocks and how they are cut and polished and made into jewellery. The two duck carvers showed their skills, and had pieces of wood in different stages of being finished.

The archery display of modern equipment was amazing, for I did not know there is so much to archery, with the pounds of pull in every bow. Speaking of archery, the archery section of the Union Rod and Gun Club may be revised if all plans are completed.

The old black powder guns with their fine workmanship, and one old gun had a Damascus barrel. CLOA had a display of local area, where they had done excellent work in Conservation. The department of Natural Resources had a display of the work in the Trent Waterways system, they had done to make nesting sights for Osprey. The local rescue Department who patrol Lake Ontario showed their work and tried to instill into boaters, water safety at all times.

The Durham Region Anglers, a stream improvement group who have done so much in the Spring in helping trout to migrate up streams by lifting these fish over barriers that had been placed in the streams like dams.

The Union Rod and Gun Club displayed some of the fish trophies, for you to win; that are dated back as far

Expo baseball game where he pitched the first ball. He also met the Pittsburgh team and their Manager and obtained 2 autographed baseballs for Leukemia children in Oshawa.

In September, 1980 tragedy hit Jim and his family, this time they called it Non-Hodgkins Lymphoma. Back to Toronto General again with different drugs, much different from the ones he had received for Hodgkins. In January, 1981 Jim continued his swim for Leukemia but found he did not have the strength to finish his first mile. It was at this time that an accomplished long distance swimmer Barb Lorenzo jumped in the water and finished the 21 miles for him.

Jim received 18 chemo treatments this time, one treatment every week. These treatments affected Jim's nerves to such a point that he didn't want to go anywhere nor do anything. When the Doctors took him off the treatment he started going out again and swimming again. Jim started back to work in September again 1 year after he got sick.

On September 28, 1981, the Recreation Dept. of Oshawa decided to do a "Swim and Log" at all the Oshawa pools. They posted a log board on the wall near the pool area. Swimmers interested in joining were to put their names in the Log Book and keep track of the lengths they did each day. Jim put his name on this board and since Sept. 1981, has been swimming 1½ to 2 miles a day. He has totalled over 130,000 lengths of pools, or 1,900 miles, more than half-way across Canada.

During January 1982, 83, 84 and

1985, Jim has been able to do his Leukemia swim and raised a total of \$95,000 Jim is very proud of his fellow workers at Duplate who after nine swims have donated more than \$25,000. I know Jim would also like to thank Local 222, their Executive Board, the Ladies Aux. Chapter 27, and the Retirees' Chapter for their generous donations and assistance. To City Hall Employees' Business and Professional Groups, Housewives and I guess all of Oshawa. Jim and his kids say "Thank you".

In 1983 at Queen's Park in Toronto Jim received the Good Citizen's Award. This is presented annually to 12 deserving people for their good deeds from their fellow citizens.

In 1984 Jim received the Bicentennial Medal from the Ontario Government for his outstanding achievements.

I along with all the other citizens of Oshawa am very proud to know Jim and in closing would like to make some facts public about Jimmy.

Jim was the first cancer patient to raise money for Cancer Research. Jim has swam more miles for cancer than any other swimmer in the world. Jim has raised more money for charity than any other swimmer in the world. Jim is also part of a car pool for cancer patients and a counsellor at times for his kids' parents. Jim Kinlin has done all of the above after working 40 hours a week in the Plant and maintaining his home and raising a family.

The time has now come for Jim to ask for our support, for his kids and Leukemia Research. Please give generously.

Rod & Gun Club

By ROY FLEMING

The Conservation Show was a great success. Thanks to Knud Due and his committee, every booth had great displays, and every person who said they would come, came. When you think no person was paid, and no lost time paid, that is a great effort for conservation.

The machinery used in reloading and how simple it is for you to reload shells especially if you keep your old cartridge, hunters who own older rifles, that are not a poplar Calibre, and shells are hard to find, reloading is the answer.

Some spectators asked where did all these people with such interesting hobbies come from — right in your own back yard. Some members of our union asked me what I do with my spare time? There is none for there are so many inexpensive hobbies and things to do, to start with bird watching.

I knew I would forget to mention a couple of displays that I am associated with, The Durham Region Field Naturalists and the Thicksen Woods group. The Field Naturalists are a group that was formed almost thirty years ago. This group are interested in all forms of nature, and to keep track of birds in this local area, taking a bird census every Christmas, and over the years many new birds have shown up. The Naturalists were the driving force to save the second marsh for the people who would like to observe birds, plants and animals in their normal environment.

The people who make up the Thicksen Woods Group, were formed a few years ago to save the Thicksen Woods and small trees. The Thicksen Woods have some

trees that are over 150 years old, and are considered some of the oldest in Southern Ontario, these trees are worth saving.

I hope this time I did not miss anyone to thank especially Local 222 Committee who added their help.

The film on Wild Turkeys was very interesting especially since the wild turkeys in the Trent area are doing so good.

The kids were happy with their door prizes.

Your 1986 Union Rod and Gun Club Membership Cards should be ready for sale at \$2.00 each. This not only makes you a member of the Union Rod and Gun Club but will give you a chance on a motor boat and trailer. The trustees are very disappointed in the number of fish entries this year, and as they close the last day of 1985, please send them to P.O. Box 483, Oshawa.

Your 1986 Executive to operate your Conservation Club, the Union Rod and Gun Club for another season.

President, Ed Shrigley; Manager, Jim Barnard; Vice-President, John Due; Sergeant-at-Arms, John Mandryk; Secretary Treasurer, Sharon Young; Trustees, Bus Michael, Mike Canuck, Sharon Young;

Committees — Membership — Tom Holly; Target — Paul Young; Casting — Bill Nicholls; Publicity — Roy Fleming; Trap — Vic Wilkinson.

Stan Ward Trophy to be announced at Banquet.

Third Shift's Report

By BILL RODGERS,
Zone 41, Committeeman
North Plant

I would like to take this opportunity, on behalf of myself and my Alternates, Bert Grant, to welcome everyone back, and we trust everyone had a joyous holiday.



PLASTICS
MOULDING,
DEPARTMENT
10

On November 18, 1985, the Company introduced SPC (Special Processing Control) into Department 10 and, to say the least, this was a nightmare. Neither myself nor Bert G. were informed that it was being implemented or what the job function consisted of.

Since this time, I have had several meetings with Management in trying to find out what SPC is really about. Along with implementing the SPC job, Management saw fit to violate seniority rights, transfer rights, and is trying to eliminate manpower from Department 15 Inspection. Management has argued that no manpower will be lost due to SPC, but no one can give me a guarantee. Along with Bert, I firmly believe that the SPC is Inspection's work, not Production's. I have also filed grievances on this and, until they are settled, I will con-

tinue to fight for the senior brothers and sisters to be given the opportunity to take the SPC training course. But, as I have stated, my first fight is for the work to remain in Department 15 Inspection.

Another major issue within Department 10 is that Management is continuously violating our seniority rights to promotions on a day-to-day basis. On December 12, 1985, both Al O'Neill and myself met with the General Supervisors of Plastics (Don Adams and Paul McLaughlin) over this issue. After a two-hour meeting of banging our heads against the wall, Don A., who is in charge of the indirect groups, still wouldn't listen to our arguments. Adams feels that Management should be able to violate seniority rights on a day-to-day basis. Well, to say the least, it is my opinion that the rocks Don Adams has in his head finally leaked out, but got stuck in his ears. At the conclusion of this meeting, I informed both General Supervisors that, until this matter is resolved by going by seniority, as the 3rd Shift Committeeman, I would no longer honour any in-plant agreements that have been made in the past for we must fight for our rights and not allow Management to intimidate us by threatening or belligerence.

In conclusion, both Bert and I would like to welcome all the new people who have come to the 3rd shift over the past few months, and wish everyone the very best in the New Year.



Look for the union label

Universal Ten-Pin Bowling

By BERT GRANT

LEAGUE STANDINGS UP TO DECEMBER 17, 1985

Team	Points
Crushers	61.5
Dilligaf	53.5
Four Strikes	52.0
Jay's	50.0
Old Boys	47.5
"Help"	44.0
Wood's	40.5
Miss Fits	40.0

HIGH TRIPLE — Len Stevens 599

HIGH SINGLE — Blair Ashby 242

While reading this article you will notice how close the league standings are. Also, on any given night the bottom team could knock off the top team. This gives us a very balanced league.

I would also like to thank Brothers Jack Front and Frank Finn for the splendid job they are doing for the league.

In closing, I hope everyone had a safe and joyful holiday.

Oshawa Senior Citizens Centre

PRESS RELEASE

Grocery Shopping Bus Program for Seniors

In co-operation with Miracle Food Mart and Oshawa Transit, the Oshawa Senior Citizens Centre would like to add a new location to the regular bus pick up. Beginning Thursday, January 2, 1986, the bus will stop at the bus shelter in front of O'Neill High School on Simcoe Street North at 10:05 a.m.

All seniors ages 55+ are invited to ride the chartered bus at no cost. This is a free service compliments of Miracle Food Mart stores at Rossland and Wilson and King and Wilson.

For more information on other pick up locations and times please contact the Oshawa Senior Citizens Centre, Monday to Friday between 9:00 a.m. and 5:00 p.m.

ATTENTION

Local 222, UAW Members Shift 2

Any member, age 35 as of June 1, 1986, wishing to play in the UAW Old Timers Lob Ball League or wishes to put a team in, contact: Bruce Norton — 723-6609 or Rob "Gibby" Gibson — 579-7133.

Bits and Pieces

By LEO KELLY

Zone 36 Committeeman Acting SUB Representative

I would like to welcome everyone back from the holidays, and hope everybody had a safe and happy holiday. For Plant 1 people ("B"



Plant), I hope you're enjoying your extended holidays. I was kept extremely busy prior to the holidays with the many inquiries about the lay-off and the filling out of the UIC forms. I'd like to believe every-

thing will go smoothly and everyone will have their claims processed without any problems. However, reality sets in, and when dealing with any Government body, if it's possible to make a shambles, it will be done. The local UIC office has designated people to handle all GM claims, so I'm hoping this will help in speeding up the processing of the applications.

UIC PENSION CHANGES

Commencing January 5, 1986, there has been a major change in UIC payments for anyone receiving pensions from General Motors. As of this day, pension income will be considered earnings, and will greatly alter the UIC payments you receive from UIC. You must now answer "Yes" to Question Four on your Claimant's Report Card, and enter the weekly amount of your pension in Box F. The UIC Act now says "Pension Income" (1) excluding personal Registered Retirement Savings Plans, annuities, and other private or individually purchased pensions; (2) Disability Pensions; (3) survivor's or dependents' benefits of any sort; is now considered earnings for UIC purposes. The Commission will now reduce your UIC payments by applying your pension against benefits. The following is an example of how the reduction will apply.

"You're claiming regular UIC benefits, and your benefit rate is \$200.00 a week. You can have earnings of up to 25 percent of your UI rate — \$50.00 a week — before any earnings you get are deducted from your UI cheque. If you get a pension of \$175 a week, first deduct the \$50 allowable. This leaves \$125.00 (\$175.00-\$50.00) that must now be deducted dollar for dollar from your weekly UI rate of \$200.00. Consequently, UI would pay you \$75.00. To figure out your pension benefit by the week, you'll have to multiply your pension by 12 and divide by 52, and then report it separately for each week. If you are thinking of retirement and have any questions, make sure you put in a call through your Supervisor.

OSHAWA AND AREA SKILLED TRADES COUNCIL

The next OASTC meeting is set for Tuesday, January 21, 1986, at 7:30 p.m. The meeting will be held at the Union Hall. Plan to attend as this is your Council.



KERR INDUSTRIES UNIT

On Monday, December 16, 1985, a ratification vote took place. The members of the Kerr Industries Unit voted 60 percent in favour of the negotiated agreement.

North Plant News

By JOE LEITH District Committeeman

Starting January 20th, 1986, the Company has announced that the B-Car instrument panel in Dept. 33 will go from 2 shifts to 1 shift operation.



The fourth floor of Dept. 7 Clusters will also go to a one-shift operation. This will result in a total reduction of approximately 50 people in the two departments. This is due to the fact that the Wilming Car Assembly Plant is shutting down to convert from the B-car to the L-car and we don't make parts for the L-Car. There is a tentative layoff of 15 to 20 people being anticipated in the Stamping Plant.

This is due to a change in the process in producing A gas tanks fromterne plate to the new coding called Dorriform which supposedly will double the corrosion proof of this tank. The manual line was helping to keep up the schedule on the new automatic line which is now producing its requirements. However, the reason it is tentative is because starting around April 21st, for a four week period, the manual line will be used to help the Oldsmobile Plant in the USA change to the new process.

Management has not decided at this point whether they should absorb the extra people or have a lay-off. I hope to be able to start to report about the loss of some of our jobs under the protection of supply study at a later date.



PROUDLY CANADIAN

Delta Faucet of Canada builds quality into every Delta and Peerless-Washerless Faucet manufactured at its modern plant in Bowmanville, Ontario. The more than 150 employees who are members of Local 222 ensure that careful attention to detail accompanies each step from machining to assembly, through testing and quality control.

The combination of expert engineering, distinctive styling and reliable performance, make Delta and Peerless Faucets the best selling Washerless Faucets available in Canada today. That's why we're proud to say "We're first because we last."



Election Committee Report



By JERRY SMITH and HAROLD MUTTON

DUPLATE UNIT

Nominations for Unit Chairman, Bargaining Committee Chairman, All Zone Committeemen and Alternate Committeemen, one Oshawa and District Labour Council Delegate and one Alternate Delegate are to be accepted at the Duplate Unit Meeting on Tuesday, January 7th, 1986, at 1:00 p.m. and 7:00 p.m. Voting for these positions will take place on Tuesday, January 14th, 1986. Run-off election, if necessary will be held on Thursday, January 16th, 1986.

GM UNIT

Nominations for Oshawa and District Labour Council Delegates and Alternates took place at the GM Unit Meeting on Thursday, December 19th, 1985. The following members received acclamations.

DELEGATES

John Gibb
Phil Goodwin
Bobby Fowler
Dave Broadbent
Kevin Murray
Mary Ann Green
Ron McLachlan
Wayne Cec Robinson
Jeff Lott
Dan Rule
Gaston Fraser
Pat McKee
Jim Jones
Tony Leah

ALTERNATES

John Dolstra
Bruce Hickey
Rick Haight
Tom Boyle
Ed Luke
Chris Smith
Greg Barton
Mike Daize
John Smith
Reuben Roth
Ted Buchanan
Holly Laughlin
Jim Smyth
Dave Kusiar

The Run-off election for Alternate Committeeman in Zone 27 was to be held on Friday, December 3rd, 1985. The Rad Room was not working on this date so this election has been postponed to Tuesday, January 21st, 1986.

Skilled Trades Report

By PAT BLACKWOOD Committeeman, Zone 37

I wish to extend a belated Merry Christmas to all journeymen, apprentices and their families. My article for the December 19th edition of the Oshaworker



did not get printed due to the large number of articles submitted. On December 5, 1985, I had the opportunity of attending an apprentice graduation dinner held at Durham Col-

lege. This function brought back many memories about the apprenticeship program and how it has grown to the size it is today. Prior to 1974 the apprentice program was all but extinct until Howard Toaze and Jr. McMullan resolved their differences and reinstituted the apprenticeship program. It has since gone through a number of changes and has grown to a population of over 400 today.

This is a joint GM-UAW program and for it to continue to be one of the best programs the Company and Union must continue to co-operate and work together. Don Bain and Al Madden are doing a great job as the Union reps for the Apprenticeship Committee.

NEW STAMPING AND RAD

The forms for the new stamping and rad facilities did finally arrive. Presently the only trades being re-

quested are Tool & Die, Machine Repair and Electricians. I have not heard what type of response there was but from talking to a number of tradesmen in the North Plant, there seemed to be quite a lot of interest. As I find out more information on these new areas, I will keep you informed.

CHRISTMAS WORK

There were many jobs done over the holiday period, and all the tradesmen pulled through in flying colours. There were many long days and it took an extra effort to complete some of the jobs. We are continually battling to keep contractors out and weeks like this help us to keep the work in house.

BATTERY PLANT

As you are well aware, the renovation of the shower room in the battery plant is now complete. It was well over the original two weeks that was estimated but I'm sure the extra inconvenience was worth the wait.

PARKING IN NORTH PLANT

I cannot take any of the credit for the extra 54 parking spaces. These spaces were needed to help resolve a problem and I think District Committeeman Joe Leith and all his elected reps need a vote of thanks. I would also like to thank Bill Jowett of plant security.

NEW YEAR

I would like to take this opportunity to wish all the tradesmen, apprentices and their families a prosperous New Year. We are going to be facing tougher times sooner or later. Let's hope 1986 is as prosperous as 1985.

ANNUAL MEETING

South Central Ontario NDP Area Council

Saturday, January 18, 1986

10:30 a.m.-4:30 p.m.

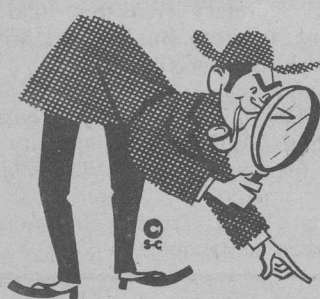
UAW Hall

44 Bond St. E., Oshawa

Guest Speaker: Bob MacKenzie, MPP

Ontario NDP Labour Critic
— member of Legislature committee
studying impact of Free Trade
on Ontario industry and jobs

* Workshop and discussion of Free Trade *
Everyone Welcome — Lunch Provided



Look for the
union label

District 10 Skilled Trades

By DICK "PORKY" KITTLE
District Committeeman

As chairman of the Oshawa Area Skilled Trades Council, I want to report the next Council Meeting will be held January 21, 1986, at 7:30 p.m. at the Union Hall. Plan to attend.



At the last GM UAW Council Meeting a motion was unanimously adopted that a person from one GM plant accepted into another GM plant to serve an apprenticeship would not lose their benefits. This should be in effect now.

All of the fourth step grievances I had on file have now been heard for our district and we are waiting on written answers from the Company.

I was successful in getting the Tinsmiths and Pipefitters grievances from the South Plant paid prior to the 4th step hearing.

The shift grievances from the North Plant Maintenance have been referred to a "shake out" meeting with the general superintendent. Two attempts have been made to hold meetings and both times the Company have cancelled. I am sure Pat and I will have an answer for you very shortly.

There have been a lot of insinuations printed by the skilled trades Construction Committeeman for Maintenance, South Plant, about the training program and not receiving information from me. I do not intend to, nor will I, get into a divide and conquer atmosphere with the skilled trades membership, but I will state that all the Maintenance committeemen and alternates have been kept informed and have been invited to attend information meetings for the

past two years on all projects and are aware of manpower counts and facility changes through 1990. If you cannot find out what is going on from the shop floor do not hesitate to stop me or leave a message for me to contact you. Many journeymen and apprentices do this now. Phone 3867, 3866, or 3865 and hopefully I will get the messages. Some I do not receive.

The latter part of December, a letter was signed in order to minimize the use of outside contractors and to continue the inhouse training and development of our journeymen and apprentices. It has been agreed that we will increase the number of supplementary help to the trades and retain them until the end of May, 1986, when all supplementary help will be returned to their former job assignments.

At this time we have 64 supplementary members in the Central Maintenance Department and this will increase by 15-25 employees.

This is a result of the workload in the New Radiator Department installation in the Parts Building, the larger requirements in the new truck extension as well as the reinforcing work to be done in the Body Plant. All these jobs have a very close schedule to each other and require full crews wherever possible to maintain them.

This will in no way jeopardize the transfer movement of regular tradesmen under the memorandum agreement.

The training clauses for skilled trades which were negotiated by your Master Committee, consisting of Al Bratton and I, during 1984 negotiations and then brought back to the Oshawa plant are being implemented on a continuous basis: Robotic training at Durham College, P.L.C. training at Durham College, upgraded Safety Training Classes in

the Plant and in addition 18 to 20 journeymen are out of town every week training in new technology at various plants, mostly in the U.S. My aim, as District, is that all journeymen and apprentices will be trained in their trade to the highest degree in order to facilitate their work and safety.

I attended the graduation of the 65 apprentices at Durham college in December and in my speech congratulated them for being the best trained journeymen in Canada. Applications for apprenticeship will be handed out from January 13, 1986 to January 24, 1986, at the Employment Office, Gate 23, Park Road S., Oshawa. I have not as yet been told how many of each classification will be accepted.

We have been in negotiations for the South Stamping Plant and Aluminum Radiator and Trilink Facilities. We have not established any departments, no Schedule A classifications have been agreed to, no transfer clauses have been agreed to. In other words there have been no departments agreed to by the Shop Committee.

The application package handed out to the Electricians and Machine Repair Journeymen is simply asking who would be interested in working in these new highly technical divisions.

This is my first article in some time but I am kept extremely busy attending meetings concerning updates on installation and machinery, transfers, training, grievances, and other problems as well as outsourcing where we are continually trying to keep work in the plant for our tradespeople who are now numbering 2,222 strong with requisitions for at least 150 more.

The Skilled Trades in GM Oshawa appears to have great prospects for 1986 and I wish you all a Happy and Prosperous New Year.

UAW Local 222 Ladies Auxiliary 27

By MARG GRAY

NOVEMBER 5, 1985

HIGH TRIPLES — Annabelle Cobb 749 (280, 255, 214), Phyllis Munroe 663 (264, 214), Loretta Gourley 643 (221, 216, 206).

HIGH SINGLES — Marj Leddy 249, Betty Clark 240, Marg Gray 217, Olive Duffield 210, Verna Parker 210, Lil McEachern 204, Isabel McFarlane 201.

NOVEMBER 12, 1985

HIGH TRIPLES — Loretta Gourley 637 (259, 206), Verna Parker 609 (241, 209).

HIGH SINGLES — Betty Clark, 228, Annabelle Cobb 220, Isabel McFarlane 210, 206, Phyllis Munroe 209, Marg Gray 203.

NOVEMBER 19, 1985

HIGH TRIPLES — Irene Cotton 664 (238, 230), Loretta Gourley 621 (235, 221).

HIGH SINGLES — Annabelle Cobb 253, Marg McDougall 246, Jackie Finn 246, Phyllis Munroe 243, Lill Braund 231, Betty Rutherford 205.

NOVEMBER 26, 1985

HIGH TRIPLES — Phyllis Munroe 690 (246, 241, 203), Marg Gray 644 (237, 212), Loretta Gourley 635 (261, 199), Annabelle Cobb 607 (236, 188).

HIGH SINGLES — Betty Clarke 229, Verna Parker 207, 206, Betty Rutherford 207, 203, Lill Braund 201.

DECEMBER 3, 1985

HIGH TRIPLES — Loretta Gourley 679 (264, 208, 207), Marg Gray 671 (237, 276).

HIGH SINGLES — Lil McEachern 259, Annabelle Cobb 237, 210, Marj Leddy 230, Marion Taylor 213, Phyllis Munroe 211, Olive Duffield 209, Flo Panter 201.

WINNERS OF FIRST SECTION
Pinfall "Old Chevy Set"

SECTION WINNERS

"Cadillac's"

Hope all the bowlers had a good Christmas Season and may you all have a safe, healthy and happy 1986.

Oshawa and District Unemployed Help Centre

39 Ontario Street
Oshawa, Ontario
579-1821

Are you, or somebody you know,
having problems re:

- Unemployment Insurance Benefits;
- Worker's Compensation;
- Canada Pension;
- Social Assistance;
- Or other related problems!

It's free — Confidential — For you
An O.D.L.C. sponsored project

Retiree's Activities

By J. McCLOSKEY
President

J. REDKO, A. COX
Co-Chairmen
Recreation Committee

November 22, 1985 — Dance Prize Winners for Attendance: 1. E. Dickey, 2. Vi Brown, 3. A. Payne.

December 13, 1985 — Xmas Dance Draw Winners: 1. Alice Bradford, 2. Brenda Boumans, 3. Spike Yourkevich, 4. Bess Major, 5. Olive Duffield, 6. Beth Webster, 7. Hazel Mosier, 8. Elain Mosier, 9. Hugh Cavanaugh, 10. Dave Brown, 11. Clarence Thursby, 12. Jack Hodgson, 13. Harold Harmer, 14. Eva Schlechter, 15. Joah Taylor, 16. Elwyn Dickey, 17. Stewart Clapp, 18. Ruth Clapp, 19. Bert Boumans, 20. Margaret Saunders.

SPOT DANCE WINNERS

1. Theresa Somes and Ben Locke,
2. Leone and Bob Currie, 3. John Lager and Rita Prokopchuk, 4. Walter and May Loveidge.

UAW Retirees Executive would like to thank Local 222 for their generosity and for the physical presence of President John Sinclair, 2nd Vice-President John Kovacs, Secretary-Treasurer Tom Hoar and Recording Secretary Dave Thompson, and in addition to Jim Campbell, Ron Moran, Paul Duffield and the help from the ladies in the front office — Joan, Judy, Carol Sharley, Liz, Dorothyanne, Penny and a warm thank you to Bert Garmak and her helpers.

Additional prize donors — Andres Wine, Molson's Breweries, Highland Beverages (Coca-Cola), The Eye Shoppe, Shopper's Drug Mart (John St.) and Sketchley Cleaners.

Happy and Healthy 1986.

PROBLEMS?

Alcohol and/or Drugs UAW-GM Substance Abuse Program

For Help, Information, Etc.
Confidential UAW Reps.

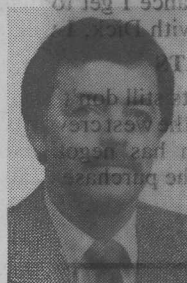
Bill Malnick: 728-3355/In-Plant: 644-7488
Doug Cameron: 728-1668/In-Plant: 644-3724
North Plant Medical Centre: 644-5146/Home: 725-8533
Ed Malloy: 725-1759/In-Plant: 644-3713
South Plant Medical Centre: 644-6093 / Home: 576-6018
Don Powless: 644-5967/In-Plant: 644-7080
South Plant Medical Centre: 644-6093/Home: 725-5805
All Can Be Reached At Union Hall: 723-1187

Service Representative's Report

By AL O'DONNELL

THANKS FOR YOUR SUPPORT

I will be resigning as Local 222 Service Representative effective at the completion of the upcoming GM Unit elections. These elections are for Shop Chairman, District Committeemen, Benefit



Representatives and Canadian Labour Council Delegates. I will be running for another position in these elections, and have notified the Election Committee and Executive in order that an election to fill the Ser-

vice Representative's position can be held at the same time.

I have a number of Workers' Compensation appeal hearings scheduled and, regardless of the outcome of the election for the new position I will be contesting, I will finish these appeals and gladly help the new Service Representative with any backlog.

All the elected representatives in all the units within Local 222 have always co-operated 100 percent with me over the past two and a half years I have been the Service Representative, and I thank all of you very much for that co-operation. I especially want to thank Larry Ladd, who is continuing as Service Representative, and who does an excellent job for the membership.

CANADIAN PENSION CHANGES FOR 1986

The new Canada Pension maximum rates for 1986 are as follows:	
Retirement (Age 65) Benefit	\$455.64 per month
Old Age Security	\$285.20 per month
Surviving Spouse Benefit (Under 65)	\$273.35 per month
Surviving Spouse Benefit (Over 65)	\$291.67 per month
Death Benefit (Lump Sum)	\$2,580.99
Dependent Children's Benefit	\$91.06 per month

Spotlight on LABOUR HISTORY

FOR THE WORKING PEOPLE OF BRITISH COLUMBIA, ONE WOMAN, HELENA GUTTERIDGE STANDS OUT AS THE LEADING FIGHTER FOR WOMEN, WORKERS AND THE UNDER-PRIVILEGED. IN THE HUNGRY 30'S SHE PUSHED THE AUTHORITIES FOR PASSAGE OF THE WORKMEN'S COMPENSATION ACT, MINIMUM WAGE ACT AND DESERTED WIVES MAINTENANCE ACT.



ELECTED TO VANCOUVER CITY COUNCIL IN 1936, SHE OPPOSED SPENDING SCARCE CITY FUNDS ON THE ROYAL VISIT IN 1938. THE PUBLIC EVIDENTLY CONSIDERED IT MORE IMPORTANT TO SPEND MONEY ENTERTAINING WEALTHY FOREIGN ARISTOCRATS THAN TO FEED HUNGRY CANADIAN CHILDREN AND SHE WAS SOUNDLY DEFEATED IN THE NEXT ELECTION.

Editor's Views

By FRANK TAYLOR



Since the beginning of the 1980's Big Business has systematically pressured their work forces into contractual concessions. We in the auto industry set the pattern and workers from all types of employment were sucked up in the vacuum we created. Threats of plant closures, work outsourcing and lockouts are constantly directed at us so we become more and more submissive to the boss!

Perhaps human nature has been our biggest downfall as we all want to buy things which in all honesty are not realistically affordable to people with our types of jobs. This in turn has led us to become slaves to large mortgages and/or excessive loans. Once we have fallen victim to our own encumbrances there is no way our lifestyles can withstand any loss of income that would be generated by plant closures, work outsourcing or lockouts.

In my opinion the corporation intends to squeeze us until there is nothing left by simply playing our own predicaments against our futures. Both the companies and unions realize lengthy strikes should be a thing of the past as neither party wants nor can afford this needless waste. However, management has to recognize and respect a few of the basic essentials we have to have as employees.

We have to have a future which includes suitable work relative to our age and physical condition. There is more to job security than having a large work force.

It would be of little consequence to a person, knowing there are thousands of people working in General Motors but they were permanently laid off because there aren't any jobs they are capable of performing. This latter statement could very easily become a reality in the near future if the Company is allowed to continue outsourcing work other than what can be done on the main production lines.

Management have announced they intend to set up the "Team Concept" so every employee's job assignment will contain the same work standards with little or no Option and/or Sub Assembly operations available. On the surface many newer employees may think this system would be alright as everyone else will be expected to work at the same hectic pace their low seniority jobs now demand of them. However, a little thought about what this would mean to their futures and they could visualize what will happen if they become less capable through age or impairment. Job security as we know it today will become a mere figment of imagination with the elderly and unfortunate being cast aside like a worn piece of machinery.

General Motors has been party to a five year plan that started in 1982 and is scheduled to be completed in 1987. They have paid out a lot of money to see this plan becomes fully operational. Included in the scheme was the elimination of many Service Departments like Wire & Harness, CKD, Parts & Service, Black Enamelling, Rail Shipping and the Cushion Lines. The Company has announced it's intention of outsourcing many of it's Fabrication operations currently being done in the North Plant but have tried to camouflage the significance by simultaneously stating they are expanding other production operations. None of the preceding information is hypothetical as it has all taken place and gone virtually unchallenged.

When you analyze what has transpired it becomes imperative our Union has to get out of bed and smell the coffee before our futures are taken from us. If we don't go in the proper direction between now and 1987 the Company's five year plan will be fully operative and too late for us to recover! There is no way we can succumb to the threats of big business when it comes to concessions concerning our seniority and job security provisions even though GM may feel they have permission to proceed unobstructed.

Orion Team Concept

By DAN KEWLEY

Committeeman Zone 22

I was recently given a copy of the Orion Organizational Program as reported by Fred Andrews who is a Chassis Plant supervisor. In his report on the Orion Plant in Michigan, Andrews stated he went to get an overview of their Work Group concept to compare to the one in the Chassis Plant. He reported that "The need for 1 Quality Trainer per



area is lessened by each Relief man and Group Leader monitoring a small section of the line." He also reported "Unfortunately due to Contractual differences between the two plants, (such as mass relief, no seniority rights and pay for knowledge system) not all aspects of the program could be implemented here. The basic structure of the concept, however, is the same." What that means is that General Motors will make every effort in the 1987 negotiations to close the gap on these "contractual differences because the basic structure is already in place."

EMPLOYEE HANDBOOK

The handbook is filled with Orion's Mission Statement and their philosophies of the Quality of Work Life process.

GROUP RESPONSIBILITIES

1. Work within Guidelines of Orion Concept
 2. Meet established Production schedules
 3. Provide instruction and training
 4. Select Co-ordinator
 5. Perform assigned tasks
 6. Encourage attendance and administer planned time off
 7. Co-ordinate Pay for Knowledge system
 8. Comply with Plant practices and procedures
 9. Maintain Housekeeping and Business like appearance
- (Note: each group is responsible for its area)

OTHER GROUP FUNCTIONS

1. Conduct meetings for feedback. All members should communicate and be willing to accept feedback. It is anticipated that group interaction will normally be accomplished by the Group selected co-ordinator. Re-selection occurs when deemed necessary by the group. Group members dress and groom in a manner that is not disruptive to the plant operation. It is the responsibility of the group to complete all aspects of the group's

assignments. We encourage group members to participate in setting performance goals and maintaining a method to ensure success. The group should develop a Manpower placement system through job rotation and group involvement in job assignments. The Pay for Knowledge system benefits the Company and the employee through greater contribution to the Work Group process.

WORK GROUP MANAGER

Your Work Group Manager (formerly a supervisor) should be viewed as a co-worker. He understands many of the problems facing employees. You should feel free to discuss any questions concerning work in general, your wages, hours or working conditions with your Work Group Manager.

WORK GROUP MEETINGS

Work group meetings will be held once a week for 1/2 hour with pay. Additional meetings will be held on the employees own time. Minutes and/or documentation is required. Attendance is mandatory.

NO LOCAL AGREEMENTS

There are no Local Agreements at Orion and non-skilled employees are compensated in accordance with a Management Pay for Knowledge system.

PAY FOR KNOWLEDGE SYSTEM

On classification — Technician Proficiency levels — 1 through 6
Level 1 and 2 are entry level pays
Level 3 is contract pay
Level 4 is 5 job proficiency
Level 5 is 10 job proficiency
Level 6 is 15 job proficiency

CALL IN — ABSENTEEISM

If you know in advance that it will be impossible for you to report to work on a certain day, obtain permission from your Work Group so they can make all necessary arrangements.

READING ON THE JOB

Unnecessary reading on the job contributes to poor quality and will not be allowed.

WORK GROUP EXPECTATIONS

1. **Proper Conduct:** The Work Group expects individuals to promote the Orion concept.
2. **Honesty:** Be truthful, don't hold back.
3. **Share Responsibilities:** Group members are expected to plan ahead. The work group expects individuals to share their learning experiences.
4. **Participation:** Get actively involved and give ideas. Express your feelings. Be involved and provide input in group activity.
5. **Communications:** A good

communication is an advantage, talk to one another about Matters of Group concern or personal matters. The Work Group expects individuals to express opinions.

6. **Consideration:** Group members are expected to be considerate.

7. **Co-operation:** Work Group managers are committed to the Group.

8. **Confront one Another:** Don't take things personally. Address behaviour not character. Speak up and be specific. State feelings.

10. **Attendance:** Encourage attendance. Help solve attendance problems within the group.

DEMONSTRATE GOOD EXAMPLE

The Work Group Manager, Co-ordinator, Recorder, Time Keeper, Research/Developer should promote the Orion Work Group Concept and set a good example.

WORK GROUP NORMS

Co-ordinator holds office for 3 months. Practice good house-keeping. Demonstrate good examples and promote the Orion concept. Any personal problems discussed in the Work Group should be confidential. (I wonder how confidential those personal problems remain once they are recorded in the meeting minutes?) Try no smoking. Members of Groups are to raise their hands to be recognized. Open discussion on all subject matter, share experiences and state feelings. Work groups will vote to reach a consensus. Support group decisions, do not undermine decisions made by the group.

IN CONCLUSION

The report that I condensed for this article was about 40 pages in length so it doesn't leave much room for comment. It is important to remember that the basic structure is already in place in the Chassis Plant and those nagging contractual differences will be back on the bargaining table in 1987.

I also have 2 other reports coming in future Oshaworkers. One is a Nummi presentation on December 10, 1985, GM Canada. The other is combined Shreveport report and an Oshawa Car Assembly — Planning Initiatives. It also includes the Management Business Objectives of the Car Assembly Plant Staff. One of the Management Business Objectives Record items was to allow the Oshawa UAW District Committeemen the option to buy into the 5 year plan program. It will be interesting to get the true story on how many Districts actually bought into the Management Business Objectives. If any have bought into the program, then who got sold, I wonder?

Hockey Hot Box

By HAROLD REID

President, UAW Hockey League



Fazio's Italian Cuisine has shown that they are no longer pushovers in the UAW League as they crushed Starr Furniture, eleven to four.

Gary Wood and Greg Pate each had the hat trick for the winners. While single tallies were scored by Terry Baker, Rick Wallace, Dan Kvasnak, Doug Crough and George Kerr.

Starr Furniture was led by Mike Savoie with two tallies. While Brian Myles and Tom Doyle had one apiece.

Versa Food regained sole possession of first place as they built up a four to nothing lead on Bob Philips TV and Video and hung on to defeat them four to three.

The referees called everything and handed out seventeen penalties during the contest.

Versa Food scoring was looked

after by John Rushnell, Ron Duschl, Mark Connelly and Doug Murray.

Scoring for Bob Philips TV and Video were Dan Spratt, Can Gray, and Dan Quinn.

SCORING LEADERS

	GP	G	A	P
Doug Murray	9	9	11	20
Dan Spratt	9	9	7	16
M. Connelly	9	4	12	16
Greg Pate	9	7	6	13
Ron Duschl	9	7	6	13
Dean Spence	9	3	10	13
Mike Savoie	9	7	6	13
Rick Savoie	9	5	7	12

TEAM STANDING

	G.P.	W	L	T	P
Versa Food	9	6	2	1	13
Bob Philips TV	9	5	3	1	11
Fazio's Italian Cuisine	9	4	3	2	10
Starr Furniture	9	1	8	1	2

Truck Plant Project

By JOHN GIBB
Zone 50 Alternate

As you all know, our Dept. was extremely busy during Xmas shutdown. This year we covered every tradesman and apprentice possible in



line with procedure, as with every agreement a degree of policing is necessary. This was no different.

I would like to take my hat off to the South Plant committeeman involved for the time and effort

put forth in over-seeing this massive move in manpower, especially John Scanlan. The time and leg work involved, considering the majority, came to construction through Xmas and the head count increased by around 100 men. He handled this with flying colours, even though his work load was increased. He still managed to keep me informed of the goings on, "Well done John."

One of the heard from was the through the same me stating the lunch. T cuss the

Some winter co put toge with P. I

McLAUGHLIN

OSHAWA
PUBLIC LIBRARY

PLEASE KEEP CARDS IN POCKET

Oshawa, Ontario L1H 7N2 — 575-1551



IN ALL WALKS OF LIFE...LOOK FOR THE UNION LABEL, SHOP CARD, STORE CARD AND SERVICE BUTTON